



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

February 2020 Newsletter

Upcoming Events

Lifelong Leadership Monthly Webinars

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

11 January 2020

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

REGISTRATION: <https://zoom.us/j/9424658965>

NFBPWC Board of Directors' Meeting

17 March 2020

Call in information is available on the website. Reports are due March 1st to Marsha Riibner-Cady.

64th Commission on the Status of Women (CSW) 2020

9-20 March 2020

Please "register" if you have an interest in learning more about how NFBPWC members can participate as part of BPW International. Events will take place in and around the United Nations in NYC. <https://www.nfbpwc.org/event-3571884>

NFBPWC General Assembly

20 August 2020

Hilton Buena Vista Hotel, Orlando, Florida Details forthcoming in mid-January

30th BPW International Congress

21-26 August 2020

Hilton Buena Vista Hotel, Orlando, Florida <https://orlandocongress.bpw-international.org/>

BOOK HOTEL ROOMS NOW FOR BOTH EVENTS:

<https://book.passkey.com/event/49978624/owner/198/home>

In This Issue

Upcoming Events	1
About NFBPWC	2
President's Letter – Sandy Thompson	3
NFBPWC Advocacy Platform	5
Membership News – Megan Shellman	6
Member Spotlight – Rosemary Enzer	7
NFBPWC Secretary Letter – Marsha Riibner-Cady	8
Health Report – Marion Waelschli	8
Leadership & Learning – Kathy Kelly	9
Green News – Laurie Dameron	9
Obituaries	11
Sexual Harassment Committee Report – Jackie Melvin	13
State Federation & Club News	15
NFBPWC California Federation	15
NFBPWC Colorado Federation	15
NFBPWC Florida Affiliate	16
NFBPWC La Grange Chicago	16
NFBPWC Michigan	16
NFBPWC New York City	17
NFBPWC North Carolina	17
Pennsylvania Affiliate Chapter	18
PA Legislative Report – Lilly Gioia	18
NFBPWC El Paso Texas West	21
NFBPWC Houston	21
NFBPWC Paso Del Norte	22
NFBPWC Virtual Club	22
NFBPWC Young BPW	22
Flyer – Benefits of Connecting with NFBPWC	24

Submission Deadline for the March eNewsletter is Sunday, February 23rd at 5:00 pm Mountain Time

ABOUT NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

The National Federation of Business and Professional Women's clubs (NFBPWC) develops the business, professional and leadership potential of women on all levels through education, advocacy, networking, mentoring, skill building and economic empowerment programs and projects.

Focus Issue

Elimination of Sexual Harassment and Sexual Abuse Against Working Women

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

Contacting your NFBPWC Executive Committee (2018-2020):

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

president.bpw@nfbpwc.org
vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
secretary.bpw@nfbpwc.org
treasurer.bpw@nfbpwc.org
president.liz.benham@gmail.com

Standing Committees:

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

vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
evanarden27@gmail.com
ldameron@bpwcolorado.org
lulureyna23@gmail.com
leomarion2@zoominternet.net
tytyadisa@yahoo.com
Bessie.hironimus@bpw-international.org
kathy@ppiadvantage.com
daneene1124@gmail.com
ash@ashley-maria.com
jkw@gbis.com

Special Committees:

Military Affiliated Women, Barbara Bozeman, North Carolina
Newsletter, Michele Guarino, Colorado
Nominations, Manjul Batra

Barbara.bozeman@ymail.com
michele@asecondoffice.com
manjulum@aol.com

Taskforce:

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

jamelvin@pacbell.net
lindalwilson@juno.com

PRESIDENT'S MESSAGE



By: Sandy Thompson
President, NFBPWC

Greetings!

I hope that the new year has been good to you and that you started the year off watching the Rose Parade where you could see the Pasadena Celebrates 2020. It was a great way to start off this memorable year. Please see the article about the float and some pictures.

This is going to be a busy year for us. August 20 will be our biennial meeting in Orlando, Florida. This is the time to elect new officers, amend Bylaws, update our Advocacy Platform, pass Resolutions, and decide on a focus issue. In our next issue we will have the official call to the meeting as well as what is needed to run for office, submit bylaw amendments, and resolutions. But now is the time to start thinking about how you would like to serve our National Federation and any changes you would like to see to our governance. In addition to running for an officer position there are chairmanships available.

Immediately following our meeting beginning on August 21 to 25 will be the International Congress. This is an amazing opportunity to be able to attend two meetings. If you have never been to an International Meeting I strongly encourage to plan to attend. It is a great opportunity to network with women from all over the world. You will make some great friendships. If you are interested in serving on the International level, please see our eAlert of January 21 or contact this officer.

Please advise this officer of any programs that you will be doing in the next couple of months as I will be reporting at the Leader's Summit in New York in March. Your input would be greatly appreciated.

Remember February is Heart month. Heart attacks are the number one killer of women.

*Roses are Red, Violets are Blue
I take care of my heart, I hope you do too!*

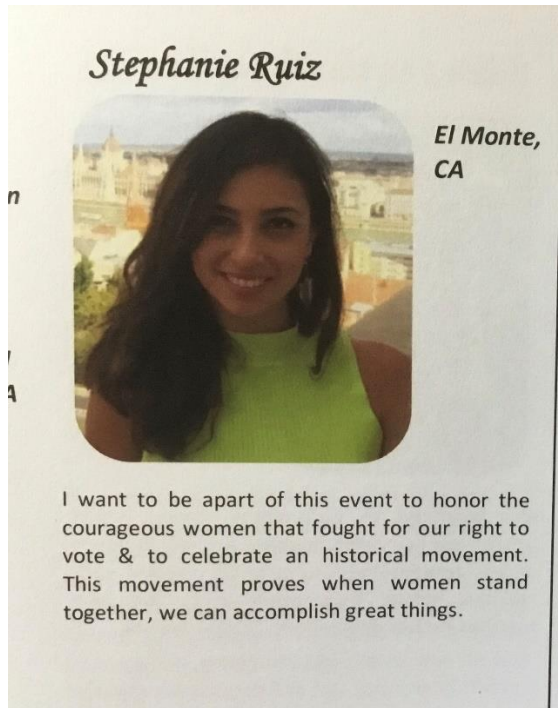


THE ROSE PARADE FLOAT

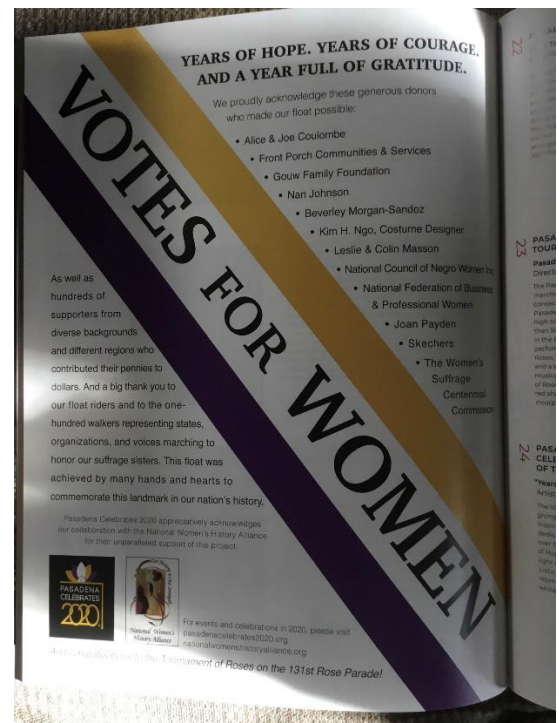
I hope you all had the opportunity to see the Rose Parade on January 1st. I want to thank all of you for your support of the Pasadena Celebrates 2020 float. It was an award-winning float winning the Queen's Trophy. Three of our members worked on the float, Rosemary Enzer, California State President, Marcia Jackman, a California member and Eileen Brennan who came all the way from Florida to work on the float. As you can see, they did a wonderful job.

We also had two of our young BPW members walk in the parade behind the float. Here is a little info about them that was put in a booklet on the float.





We also had our name mentioned in their media press kit and in the Rose Parade Program.



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.*

Momentum Club:

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

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

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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

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

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

- Grow through NFBPWC's formal **Leadership and Learning Program**.
 - **Join the next online event, BPW: 100 Years in One Hour: February 11, 2020**
- 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. CSW 64 will be March 9-20, 2020! Start planning your trip to NYC with your NFBPWC sisters!!!
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

MEMBER SPOTLIGHT – ROSEMARY ENZER



Rosemary Enzer, President of the California Federation, joined BPW in 1983. She has served in numerous chairmanships and offices at the local, district and state levels.

A retired educator, Rosemary worked in the Los Angeles Unified School District as a teacher, coordinator and administrator for 39 years. The last thirteen years she served as an elementary principal. After her retirement, she taught graduate classes in organizational management and current issues in education at the University of LaVerne and California Lutheran University. She also worked as a consultant to underperforming inner city schools.

Rosemary is the author of an Independent Living Manual for transition age youth. She developed classes and has conducted staff training sessions at a local mental health center.

For nine years Rosemary volunteered as a CASA (Court Appointed Special Advocate). There she worked with children and teens in foster care, helping to ensure that they received all the services to which they were entitled.

Rosemary's other community involvement include serving on the local YMCA Board of Managers and the Board of Directors of Hillview Mental Health Center. She is an active member of the Los Angeles League of Women Voters, where she volunteers with the speakers' bureau to present pros and cons of ballot measures before each election.

Rosemary resides in Woodland Hills, California, with her dog, Theo, and cat, Fiona. Her interests include gardening, reading and the Los Angeles Dodgers.

Please consider sharing your successes. Let's be our own best news!

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

FROM THE DESK OF THE SECRETARY

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

The minutes from our December 10, 2019 Board of Director's meeting were sent to all board members and affiliate presidents on January 6, 2020. If you are interested in reading them, please let me know and I'll add you to the list of recipients.

Reminders:

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

Our next Board of Director's meeting is March 17, 2020 at

5:00PM Pacific Time / 6:00 Mountain Time / 7:00 PM Central / 8:00 PM - (US/Eastern). Don't forget to wear green!

Call in information is available on the nfbpwc.org website. All board reports are due by March 1, 2020 to Marsha Riibner-Cady at romarsci@gmail.com.

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

Happy Valentine's day to all. Looking forward to "seeing" you soon!

HEALTH COMMITTEE REPORT BY MARION WAELSCHLI

By: Marion Waelschli
NFBPWC Health Committee Chair

I hope everyone survive January. Now comes Valentine's Day; along with the stress of getting a gift for your loved one. 🍷. Your blood pressure goes up and your wallet down. Relax, do something nice, walk the dog for them, wash the car, do the dishes. At dinner have a heart healthy dessert, a dark chocolate candy, fruit or low fat ice cream. Remember to get your flu shot, get plenty of rest and stay hydrated. Be careful shoveling snow, especially if you are not in shape or only do it occasionally, may be hard on your heart.

Stay well and safe.

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

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

The L3P Committee was pleased to present at the Jubilee Cruise. We previewed our first module, **BPW: 100 years in 1 hour**, which will be given on the **SECOND Tuesday of every month** via ZOOM. Please register and join from the Upcoming Events on the NFBPWC website. We especially encourage Membership Chairs and all new members to join us on a webinar. **The next presentation is February 11 at 7 PM MST.** Join Zoom Meeting: <https://zoom.us/j/9424658965>



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

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

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

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

GREEN NEWS

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

2020 Environmental Legislation

I had wanted to list all of the environmental Bills for the new year here but there are too many. Since my focus is mostly centered on striving for zero waste, which is the easiest and quickest way to fight climate change, here are three bills the have to do with plastics. And keep in mind the main ingredient in plastics is petroleum and it is a non-renewable resource. Reduce, Reuse the most important in the three R's! The second bill listed was introduced as “Wildlife Over Waste” last year and lost in Colorado but passed in Maine, Vermont and California!

The first bill below is so important. It would allow cities and towns to make laws against single-use plastics if they wish and if their constituents vote in support of the laws. As it is right now, only the state of Colorado can present such laws and cities and towns cannot even present such legislation.

If you email me something that supports SB20-010, before Monday February 3, 2020, I will print out your statement of support and take it with me to testify to the committee on Tuesday at 2 pm.

This information below is from Environment Colorado. If you are not already on their mailing list sign up at <https://environmentcolorado.org>

This year, Colorado legislators are tackling the problem of single-use plastic pollution in three critical ways.

1. **SB20-010** - Removing the cap that prohibited Colorado cities and counties from taking action to protect their communities. This bill will ensure that Colorado municipalities have the tools they need to phase-out unnecessary and wasteful single-use plastics. Sponsors: Senator Donovan (mountains like Vail, Gunnison, Aspen), Rep Froelich (South Denver), Rep Valdez (North Denver)
2. **HB20-1162** - Setting a floor for take-out food containers, plates and cups by eliminating a type of single-use plastic, expanded polystyrene (a soft plastic foam), that is particularly harmful because it endangers our health, is not recyclable, and crumbles apart easily polluting our environment. Sponsors: Senator Foote (Lafayette/Louisville), Senator Story (Western Jeffco), Rep Cutter (Evergreen), Rep Singer (Longmont).
3. **HB20-1163** - Setting a floor for other single-use plastics like the millions of bags, straws and stirrers that are often unnecessary, hard to recycle, and bad for our environment. Sponsors: Rep Sirota (Denver), Valdez (North Denver) Senator Gonzales (North and West Denver)

All three bills are important strategies for tackling our plastic pollution problem and each one focuses on a piece of the problem.

It is urgent that we act. Every day, Coloradans go through 4.6 million bags and 1.2 million polystyrene cups. Once produced these items break into smaller pieces, often forming microplastics that take centuries to decompose if they ever do. We have so much plastics and microplastics in our communities and in the environment they are often the most common items found in Colorado community river cleanups, contribute to giant garbage patches in our oceans, and were recently found in [rainwater collected in Rocky Mountain National Park](#).

The problems with plastic pollution include:

1. **Climate Change and Pollution** - Production of these plastic items consumes oil and produces toxins. Reducing plastic production and consumption will help tackle climate change and air toxins.
2. **Threats to Wildlife** - Birds, fish, and other animals mistake plastics for food and ingest and choke on them leading to injury and death.
3. **Litter in Our Communities** - In river and park cleanups across Colorado, single-use plastics are consistently one of the most found items. It is hard to walk down the street without seeing a plastic bag in a tree or a foam cup in a gutter. This is costly - the Colorado Department of Transportation [reports](#) that it spends millions of dollars each year cleaning up roadside litter alone.
4. **Inefficient and Wasteful** - Single-use plastic items are designed to be exactly that - single-use. Nothing we use once, for a few minutes, to simply move an item from a store to a home or drink a beverage, should be allowed to pollute our state for centuries. That's inefficient and that's wasteful especially when these items come from processes that consume oil and use energy.
5. **Not Economical to Recycle** - Most Colorado recyclers cannot recycle single-use plastics economically because they are inefficient and lack of an end market to sell to. In addition, items like plastic bags and polystyrene can become lodged in recycling machinery jamming them and driving up costs or they get mixed in with higher quality recycled materials undermining their value. Lots of time, money, and energy goes into trying to educate Coloradans about what can and cannot go in a recycling bin - it would be simpler, easier and more efficient to eliminate single-use plastic products.

Threat to Public Health - Polystyrene is a particularly bad form of single-use plastic. Not only does the production require significant oil consumption and produce carcinogens and toxins that get into the air, they are also probable carcinogens. In 2014, the National Toxicology Program decided to list [styrene as "reasonably](#)

anticipated to be a human carcinogen." In 2018, the World Health Organization said styrene is probably carcinogenic. We should not be ladling food into containers that could be carcinogenic.

The information above was copied and pasted from Environment Colorado.

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

III. LOSS OF BIODIVERSITY

41. In tropical and subtropical seas, we find coral reefs comparable to the great forests on dry land, for they shelter approximately a million species, including fish, crabs, molluscs, sponges and algae. Many of the world's coral reefs are already barren or in a state of constant decline. "Who turned the wonderworld of the seas into underwater cemeteries bereft of colour and life?"[25] This phenomenon is due largely to pollution which reaches the sea as the result of deforestation, agricultural monocultures, industrial waste and destructive fishing methods, especially those using cyanide and dynamite. It is aggravated by the rise in temperature of the oceans. All of this helps us to see that every intervention in nature can have consequences which are not immediately evident, and that certain ways of exploiting resources prove costly in terms of degradation which ultimately reaches the ocean bed itself.

Continue reading [HERE](#)

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

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News,"

write to WindchimeL@aoL.com 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>

OBITUARIES

The California Federation has lost two valued members.

Anne Parlapiano recently passed away at the age of 93 on January 5, 2020. She was a BPW member for more than 50 years, serving in numerous local, district and state chairmanships and offices. Anne served several times as a director and as president of the California BPW Education Fund. She was a member of the Studio City and Greater San Fernando Valley Clubs.

Anne loved to travel and attended many regional and international meetings throughout the world. In the 1980's Anne was responsible for the donation of a number of billboards which advertised BPW throughout Los Angeles. This was her proudest BPW accomplishment.

Anne's careers included working as a reporter and news photographer for a local newspaper. For many years she worked for Bob Hope's business manager. Along with her late husband, Anthony,

she attended many events at the Hope home. Anne was also an active member of Women in Show Business, an organization raising funds for needy children's healthcare and surgeries.

A native of New York, Anne loved to tell stories about growing up in New York City. She is survived by her son, Phillip, and daughter-in-law, Laurie.

(Continued on Next Page)



Blanca Munguia passed away on December 9, 2019, at the age of 61. As a member of Rialto BPW Club, and later, a member-at-large, she was very interested and involved with legislation affecting working women. Blanca participated as a member of the State Public Policy Committee.

She was a social worker at Patton State Hospital and a Parole Agent. After her retirement, Blanca continued to work part-time as a social worker at the West Valley Detention Center.

Blanca also had the soul of a librarian, with deep love for books and libraries. As a volunteer for over 14 years, she was in charge of the Book Store at the Riverside Buddhist Center and was well-known as "The Book Store Lady". She was also highly valued as a volunteer, as Treasurer most recently, for the Friends of the Rialto Library.

Blanca is survived by her husband, a son, her mother, four sisters and two brothers.

The Colorado Federation is sad to report the passing of a long-time BPW Boulder and Colorado Women's Education Foundation Trustee:



Ida Marie Halasz died at home on December 18, 2019, in Broomfield, CO, at the age of 73 after battling ALS for three years.

Ida was born on February 1, 1946, in a refugee camp in Pocking, Germany, to Hungarian parents. The family immigrated to the U.S. in 1952.

Education was important to Ida. She graduated from Youngstown State University in Ohio with a bachelor's degree in art and education, followed by

a master's degree from Edinboro State University, and a doctorate from Ohio State University in education and vocational psychology. In 1979 she was selected for a Fulbright scholarship which allowed her to study art in Belgium and the Netherlands.

Ida married Mike Sullivan, the love of her life, in 1987. They moved to Colorado in 1989 when she was offered an executive position with the National Institute of Corrections in Boulder. During her stellar career, she founded Halvan Associates (a consulting company), led marketing and business development for start-up companies, did strategic planning for nonprofit organizations, and provided executive coaching to rising leaders in the federal government.

She made many friends through her activities with Boulder Business and Professional Women (BPW) and as a trustee and vice president of the Colorado Women's Education Foundation. In 2018 BPW honored Ida as its Woman of the Year along with a Lifetime Achievement Award.

Ida was a natural connector and advocate for many people and causes. She was passionate about social justice and worked tirelessly on many political campaigns to help create positive changes.

Ida is survived by her husband Mike Sullivan; sisters Kathy Ratliff and Sue Howell and her niece Theresa Brugler and her grand nieces Kendal and Laia Brugler, stepson Eric Sullivan and stepdaughter Michelle Sullivan; grandchildren Breccha, Victoria, Rhett, Alex, and Sophia; and dear Hungarian friends Eva and Julia Kovacs.

She was preceded in death by her parents Alexander Halasz and Ida (Galos) Halasz.

Friends and family have established the Ida M. Halasz Memorial Scholarship at the Colorado Women's Education Foundation, a sister organization of the Business and Professional Women of Colorado (BPW.) Donations are accepted <https://cwef.org/sponsors/memorial-scholarships/> (scroll to the purple "Donate" button, specify "Ida Halasz, in memory, and endowment"). Donations can also be mailed to Colorado Women's Education Foundation, P.O. Box 1189, Boulder CO 80306-1189.

SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN COMMITTEE

By: Jackie Melvin, NFBPWC Task Force Chair
jamelvin@pacbell.net

ABOUT WOMEN IN POWER

San Luis Obispo [Spanish for St. Louis, the Bishop] is a nice little city in California located midway between San Jose and Los Angeles on the Central Coast. Population 45,119 at the 2010 Census, it has been called "the happiest city in America" by Oprah Winfrey and others.

Heidi Harmon became its Mayor in 2016, but in January of 2020, she took to Facebook, fed up and ready to call out the constant harassment she receives. "The amount of cruelty, rudeness, threats, sexism, stalking, body shaming, rude/threatening comments towards my children, etc., I receive are unbelievable," she wrote. [Julia Wick, Los Angeles Times, January 19, 2020]

So that's just politics, you suggest? Huh!

Wick notes: "A recent study published in the academic journal State and Local Government Review found that mayors - women and men - face greater levels of physical violence and psychological abuse than those in the general U.S. work force, with social media being the most common channel for that abuse.

Female mayors were not only much more likely to face some form of violence or abuse, but they were also more likely to experience abuse of a sexualized nature"

"Women are facing more of this kind of abuse and violence, and more types of it," noted Sue Thomas, a research scientist and co-author of the Review study, and "the abuse and violence...is likely heightened by the executive nature of their job." In comparing results in a yet unpublished study of state senators across the U.S., Thomas found these gender differences of abuse and violence to be present but not "as pronounced." But further, among the state senators, female committee chairs experience more violence than women who are not committee chairs. "Meaning as you hold more power and responsibility, the more types of abuse and violence you may face."

Mayor Harmon described an incident early in her mayorship, when she was introducing a male public figure at a local event. Power, in her view, was the thing that man was trying to take away from her when he grabbed the microphone and said. "Wow, how great it must be to live in a town with a kissable mayor," after she had stepped off the stage. Theoretically complimentary, but in her view, the comment didn't just disempower her by reducing her to an object, but every other women in the audience that night.

A few hours after the Facebook post, a man at City Hall who was said to have had "a strange, romantic fixation on the mayor" knocked a city staffer to the ground before being arrested. An Instagram comment following the incident told her she "deserved to be sexually assaulted."

While noting other incidents, some of which are graphically sexual, the Mayor adds there are many non-explicitly gendered attacks - like the people who call her "trailer trash" because she lives in a mobile home, or those who mock her because she worked as a housecleaner while raising her now grown children, instances she believes to be "rooted in misogyny."

Many incidents are from social media, but she says she often experiences comments from men - her constituents - of an inappropriate sexual nature or even just focused on her looks, while out in public doing her job.

How do you call someone out while also trying to accomplish meaningful work for your city?

In retrospect, she wishes she had walked back on stage and told him with microphone in hand, why his comment wasn't okay, why it was misogynist, and then said "I'm not here to be kissed...I'm here to lead this city and to create policy for the people in this community."

The Mayor is a hero in my book of modern ones.

THE POWER, A BOOK BY NAOMI ALDERMAN

is certainly a proposed remedy for the Mayor...but perhaps a bit extreme! But it should be read and enjoyed and discussed as a tome of science fiction or a work of "speculative fiction" that muses about what might happen in a conventional society if the roles of men and women were flipped, so that women were the "aggressors."

It is a dystopian tale in which its British author, who admits to being influenced by Margaret Atwood, her mentor and supporter, tells of the "power" embedded in young women and which produces a deadly electrical charge that renders them able to zap men at will, enfeebling or exterminating them, or just jolting them for sexual kicks. It is an engrossing read.

First published in England in 2016, the novel resonated with American readers, and when published in America, it was named by the New York Times Book Review's 10 Best Books of 2017, and has been described as "The Handmaid's Tale" for a millennial generation.

HARVEY

As I write this, opening statements are being given by Prosecutor and Defense attorneys in the New York trial of Harvey Weinstein, described in the headline story by the L.A. Times as "Weinstein trial marks milestone for #MeToo" [01/19/29]. More than 80 women have accused the Hollywood mega-producer of sexual misconduct over decades, all of which are denied by him.

"The Weinstein revelations were the catalyst for #MeToo, a movement that gave an unprecedented voice to survivors of sexual assault and harassment and provoked a cultural reckoning that had bubbled beneath the surface for decades."

In the N.Y. trial only a handful of women will testify to their abuses on five sex crime charges from two separate incidents in 2006 and 2013.

Los Angeles County prosecutors await their turn, however, as last week they filed four additional sexual assault charges against Weinstein in the county's criminal court. ZAP!

State Federation & Clubs News

NFBPWC CALIFORNIA FEDERATION

Executive Committee 2019-2020:

Rosemary Enzer
Lynn Brandstater
Sally McMahon
Maryann Wesson

President
President-Elect
Vice President
Secretary

Elaine Wakeham Treasurer
Trudy Waldroop Parliamentarian
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

NFBPWC COLORADO FEDERATION

Executive Committee 2019-2020:

Kathryn Wallace
Evie Hudak
Sharon Simmons
Cheryl Rotkovich
Teresa McEldowney
Deborah Fischer

President
1st Vice-President
2nd Vice-President
Treasurer
Secretary
Immediate Past President



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

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

NFBPWC FLORIDA

Executive Committee 2019-2021:

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

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

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

NFBPWC LA GRANGE-CHICAGO

Executive Committee 2019-2020:

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

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

NFBPWC MICHIGAN

Executive Committee 2019-2020:

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

NFBPWC NEW YORK CITY

Executive Committee:

Francesca Burack	President
Harriet Friedlander	Vice-President of Membership
Julia Forman	Secretary
Isabella Hutchinson	Young NFBPWC
Michelle Kawka	Webmistress

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

NFBPWC NORTH CAROLINA

Executive Committee 2018-2020:

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

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



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

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

To date we have raised \$75 for this worthwhile cause. We are delighted to take any gift cards you may have received over the holidays that you will not be using!

Happy New Year from NC!

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

BPW/PA Local Legislative Report by Lilly Gioia

By: Lilly Gioia, NFBPWC Pennsylvania Legislation Committee

PENNSYLVANIA'S LEGISLATION UP DATE:

PRESIDENT TRUMP READY TO REVOKE INSURANCE COVERAGE FOR BIRTH CONTROL:

Can anyone remember when there was a concerted effort to stop health insurers from covering Viagra and Cialis prescriptions? Nationally the Business & Professional Women's Federation fought for years along with other women's organizations, to have health insurers cover the cost of contraception. This became law in the Affordable Care Act (Obamacare) saving women millions of dollars UNTIL NOW. A rule promulgated by the Trump administration allows virtually any employer to claim a religious or moral objection to Obamacare's mandate for health insurers to cover birth control. On 1/14/20 BloombergNews reported that on the eve of the Trump rule taking effect, a U.S. District Court judge in California issued a preliminary injunction against it. The Trump administration has been attempting to extend "religious freedom" exemptions from churches to companies since 2017. California's Attorney General Xavier Beccera led a coalition of 13 states suing to halt implementation of the new birth control rule that would once again force women to pay out of pocket based on the "religious freedom" or moral objections of their employers. "The law couldn't be clearer – employers have no business interfering in women's healthcare decisions," Beccera said. "Today's court rule stops another attempt by the Trump administration to trample on women's access to basic reproductive care."

Pennsylvania Attorney General Josh Shapiro and New Jersey Attorney General Gurbir Grewal have filed a separate case seeking a nationwide injunction beyond the 13 states represented in California. On January 21, 2020 the Supreme Court agreed to hear this case. General Shapiro stated "Contraception is medicine – pure and simple. Taking coverage away undermines women's health and economic independence and will drive up

health care costs by thousands of dollars for families. Nobody should be at risk of losing their coverage because of where they work or where the go to school.” “Affordable accessible birth control is why the United States has reached the lowest unintended pregnancy rate in 30 years,” Planned Parenthood president Lena Wen said in a statement. Religious organizations are already exempt from covering contraception in health plans, but President Trump seeks to roll back the insurance-covered contraception requirement for more categories of employers, including publicly traded companies.

VIRGINIA BECOMES THE 38TH STATE TO RATIFY THE EQUAL RIGHTS AMENDMENT:

On January 15, 2020 the Virginia Senate voted 28-12 and the Virginia House voted 59-41 to ratify the federal Equal Rights Amendment. Former president of N.O.W. and Feminist Majority president Eleanor Smeal, with great joy announced: “At last! At last! I have had the privilege of being one of the leaders in the ERA fight for nearly 50 years. I always knew this day would come.” The fight for the ERA has been long because we’ve had a powerful entrenched opposition who has wanted to preserve the old order of women being forced to work twice as hard for half as much...But this time of taking advantage of women and their families is coming to an end, she added. Smeal recognized that “this is not the last fight for the ERA. We are entering a legal fight for it to be recognized.” The arbitrary timeline put in the preamble of the ERA, which would not be in the Constitution, we believe is not binding, Smeal insisted. The national ERA campaign is going to continue to win even more states and to win ratification for state ERAs in state Constitutions. In the late 1960s and early 1970s women were less than 3% of members of Congress and less than 10% of state legislatures. It’s easy to say, you’ve come a long way baby – but until women achieve full equality under the Constitution, there is still a long way to go.

H.B.580 PENNSYLVANIA FAMILY CARE ACT GETS JANUARY 2020 HEARING:

H.B.580 establishes a State Insurance Fund financed by contributions from workers’ paychecks similar to Paid Family Leave benefits already established in California, Washington, New Jersey, Rhode Island and New York. Who would be helped if the General Assembly acts on H.B.580? (1) New parents who have given birth to an infant or adopted a child; (2) Adult children caring for elderly parents; (3) A worker who receives a cancer diagnosis or is injured in a serious car accident; (4) Someone whose spouse is recovering from a heart attack or hip replacement. A small payroll deduction under H.B.580 of .59 cents for every \$100 earned would fund the PA Paid Family Leave program. Such a fund will enable smaller businesses to compete – without shouldering the financial burden – with larger businesses already offering paid leave. Paid maternity/paternity leave reduces the infant mortality rate by 13%. Paid family medical leave can help combat the opioid crisis. It can help caregivers in Pennsylvania where people 85 and older make up the fastest growing segment of the population. A U.S. Labor Department grant of \$250,000 funded the study released by the Pennsylvania House Labor & Industry Committee. Polling shows 78% of Pennsylvania adults across all political parties favor establishing a statewide paid leave program.

GENERAL ASSEMBLY MOVES BILLS TO FIGHT HUMAN TRAFFICKING:

More than a half dozen bills aimed at stopping human trafficking passed the PA House on 1/24/20. The problem is particularly critical in communities near major interstates. Since 2007 more than 1,200 human trafficking cases have been reported in the Commonwealth. Pennsylvania is ranked 10th on a list of top human trafficking states. The International Labour Organization estimates human trafficking is a \$150 billion industry of which \$99 billion is generated by sexual exploitation. The new House bills listed below increase penalties, assist victims and aim to increase resources and protections. The House also, through Resolution HR.68, proclaimed January 2020 “National Human Trafficking Awareness Month.” S.B.60 provides for increased penalties for human trafficking and patronizing a victim of sexual servitude. H.B.161 reclassifies trafficking infants to a First Degree Felony. To review H.B.2174; H.B.2175; H.B.2176; H.B.2177; H.B.2178; H.B.618 details can be found at <https://www.legis.state.pa.us/>

PREVENTING PENNSYLVANIA CAMPUS SEXUAL ASSAULTS:

The Philadelphia Inquirer reported on 1/16/20 that the Pennsylvania Education Department announced nearly \$1 million in grants to be awarded to 36 colleges and universities to prevent and respond to sexual assaults. The grant funds come through the "It's On Us" initiative begun four years ago by Gov. Tom Wolf. These funds will help train students and staff, increase public awareness and provide services to victims.

H.R.1828 ENDING SECRECY ABOUT WORKPLACE SEXUAL HARASSMENT ACT:

H.R.1828 requires annual reporting by employers of the number of settlements with employees regarding claims of discrimination based on sex, including verbal and physical sexual harassment. Introduced by Rep. Carolyn Maloney (D/NY), H.R. 1828 recognizes Equal Employment Opportunity Commission (EEOC) statistics underscoring the prevalence of workplace sexual harassment found by their 2016 Select Task Force on the Study of Harassment. Thirty years after the U.S. Supreme Court held that sexual harassment creates a hostile or abusive work environment and is a violation of Title VIII of the 1964 Civil Rights Act, sexual harassment remains a widespread problem affecting victims in every industry at every level of employment in both private and public sectors. The Task Force found the prevalence of such harassment creates mental and physical harm to the victim concluding that "employees experiencing sexual harassment are more likely to report symptoms of depression, general stress and anxiety, Post-Traumatic Stress Disorder (PTSD)..." The prevalence of sexual harassment "causes substantial financial harm to victims as they often try to avoid harassing behavior by taking leave without pay or leaving the workplace entirely, resulting in lost wages." According to EEOC records from 2010 to 2016, U.S. companies paid out more than \$295 million in public penalties over sexual harassment claims. This sum does not include any private settlements or internally resolved complaints about which there is limited public information. No doubt this results from employers forcing workers to sign mandatory arbitration and non-disclosure agreements as a condition of employment. The international accounting firm Ernst & Young (EY) gained recent notoriety enforcing a mandatory arbitration clause on Karen Ward, a partner who filed sexual harassment claims. A HuffPost 8/13/19 report said despite pressure from lawmakers and women's rights advocates, EY refuses to let Ward take her sexual harassment case to a public court room where court fees are only \$450. So far Ward has spent \$185,000 to arbitrate her claims since her employment contract requires her to split the cost of dispute resolution. Ward told HuffPost she had no idea what agreeing to arbitration involved. In her harassment complaint Ward detailed how her boss commented on her "boobs" and "ass." He relegated her (as a partner) to the back of the room with the "gals" at a major conference. The 49-year-old Ward worked for years in finance and said that nothing had prepared her for the boys' club culture of EY. Under H.R.1828 enforcement remedies for retaliation for any employer with proven violations include (A) Damages equal to the amount of any wages, salary, employment benefits or other compensation denied or lost due to such employee by reason of the violation; (B) Interest on the amount described; (C) such equitable relief as may be appropriate including employment, reinstatement and promotion, among others.

H.R.5592 EXPANDS ACCESS TO BREAST-FEEDING ACCOMODATIONS IN THE WORKPLACE:

Introduced on 1/13/20 the "PUMP" Act (Providing Urgent Maternal Protections for Nursing Mothers), expands employee access to break time and space at work. "I know first-hand the difficulties new mothers face in the workplace," said Rep. Carolyn Maloney (D/NY), H.R.5592's prime sponsor. "Those difficulties should not include breastfeeding and millions of nursing mothers are still without a clear right to pump at work. Without these protections nursing mothers face serious health consequences including risk of painful illness and infection, diminished milk supply or inability to continue breastfeeding. This is why we must pass the PUMP for Nursing Mothers Act to strengthen the 2010 Break Time law by making sure more working moms are guaranteed the right to pump at work." H.R.5592 would protect nine million unintentionally excluded from the 2010 Break Time law by expanding protections to cover salaried employees as well as other categories of employees currently exempted such as teachers.

H.R.2694 PREGNANT WORKERS FAIRNESS ACT:

H.R.2694, whose prime sponsor is Rep. Jerry Nadler (D/NY), had a hearing on 1/14/20. H.R.2694 seeks to eliminate discrimination and promote women's health and economic security by ensuring reasonable workplace accommodations for workers whose ability to perform the functions of a job are limited by pregnancy, child birth or a related condition. It would mandate the EEOC to provide examples of reasonable accommodations that "shall" be provided to affected job applicants or employees unless the employer can demonstrate that doing so would impose undue hardship. "Too many pregnant workers throughout the country are still facing discrimination even though we have protections on the books," said New York Rep. Carolyn Maloney, a co-sponsor of H.R.2694. These employees are being forced out of their jobs and denied even the smallest of accommodations that would allow them to continue working safely while pregnant.

NFBPWC EL PASO TEXAS WEST

Executive Committee:

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

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

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

NFBPWC HOUSTON

Executive Committee:

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

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

NFBPWC PASO DEL NORTE

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

NFBPWC VIRTUAL CLUB

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

Or email: ccbpcw@aol.com

Executive Committee:

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

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

Stay tuned for more updates soon!

NFBPWC YOUNG BPW

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

Join Young BPW!

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

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

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

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



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

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

Submission Deadline for the March eNewsletter is Sunday, February 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.

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_ciXLyvbu1dbBOsV9Tg



<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).