



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

July 2020 Newsletter

Upcoming Events

Virtual Happy Hours

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

Momentum Club Zoom Meeting

7 July 2020

Call in information is available on the website at: <https://www.nfbpwc.org/events>

Biennial General Assembly (Virtual)

11 August 2020 Pre-Board Meeting

16 August 2020 General Assembly

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

International Days Observed by the United Nations

11 July World Population Day (UNDP decision 89/46 15, A/RES/45/216)

30 July International Day of Friendship (A/RES/65/275)

30 July World Day Against Trafficking in Persons (A/RES/68/192)

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



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Submission Deadline for the August eNewsletter is Friday, July 24th at 5:00 pm Mountain Time

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Focus Issue

Elimination of Sexual Harassment and Sexual Abuse Against Working Women

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

Contacting your NFBPWC Executive Committee (2018-2020):

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

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Standing Committees:

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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
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Young BPW Chair, Ashley Maria, California
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Newsletter, Michele Guarino, Colorado
Nominations, Manjul Batra

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Taskforce:

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

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President's Message



By: Sandy Thompson
President, NFBPWC

Greetings!

Happy 101st Birthday to Us! On July 15th raise a glass to our wonderful organization as we turn 101.

Our Virtual Biennial Meeting will be August 15 and 16. Please register to join us as we conduct the business of our Federation with bylaw amendments (not very many), review our Advocacy Platform, and Elect new officers. We will also have reports from our Federation and Affiliate Presidents as well as a presentation from our Lifelong Leadership and Learning Committee. In addition, we will have a video entitled Nevertheless dealing with our Focus Issue Sexual Harassment. You can go to the website to find information on how to register. If you have never attended a National meeting this is a unique opportunity to do so at extraordinarily little cost. All members have a vote in how the federation proceeds so exercise your right to vote.

We will also have a Memorial service to remember our members who have left us. Please send this officer a picture and bio of any members who have passed away during the last two years. We don't want to miss anyone.

You will receive future communications with all of the necessary documents for the meeting.

I hope that you have been enjoying our virtual happy hours. They are held on Friday afternoon at 4:30 p.m. Pacific, 5:30 p.m. Mountain, 6:30 p.m. Central and 7:30 Eastern. Please join us. This is very informal and a wonderful opportunity to meet with our members from all around the country. If you have not joined yet, please do we would love to get to know you better.



July Fourth celebrations can be traced all the way back to the 18th century. The first celebration of Independence occurred in Philadelphia on July 4th, 1777. Pre-Revolutionary Fourth of July celebrations included the ringing of bells, bonfires, processions and speechmaking. As we celebrate this year it will be different with smaller gatherings and firework celebrations. Please remember those who fought to give us the freedom that we have today and to stay safe and healthy.

I wish all of you a very Happy Fourth of July and a wonderful month!

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.*

Connecting in the Time of Coronavirus (COVID 19)

NFBPWC is a place where many of us connect, network, and share our lives. As the entire world continues to endure the COVID-19 pandemic, many of us are craving normalcy in a situation in which little is to be had. Many of us are isolated from our in-person support systems, our monthly member meetings full of hugs and handshakes, and our ability to connect with our NFBPWC sisters face to face. Together we have learned new systems and applications: like Zoom, Facetime, Google Hangouts, and other ways to virtually connect. The science indicates that this pandemic is far from over. NFBPWC is aware that we will need to continue to connect virtually. The Executive Committee, Virtual Chapter, and many of our local and global organizations are providing platforms to facilitate that much needed connection during the continuation of this global crisis.

Every week we will offer a Friday Afternoon Club for our members to meet and connect with each other on Zoom every Friday in June at 4:30 PM Pacific (AZ), 5:30 PM Mountain, 6:30 PM Central, 7:30 PM Eastern. Take a moment and download the Zoom app for free on www.Zoom.us. We will meet using the same ID each time as an opportunity to connect and support one another. We request that you register, even if you are a maybe, so that you can receive the password for the Zoom meeting.

Friday, June 26th, all NFBPWC members who participated in the Happy Hour (45 minutes earlier than normal) were able to join a candle lighting ceremony. It was a beautiful Zoom event in which our BPW International sisters for the North American and Caribbean Region connected. Every participant was invited to share their name, BPW affiliation, and one word of what we were looking for in BPW. Members connected from all over the USA (from coast to coast and in between), Canada, St. Kitts, Barbados, Grand Cayman, Jamaica, Dominica, and more. Here are some of the words shared: inclusion, growth, building together, encouragement, collaboration, revival, everlasting, peace, endurance, inspiration, excellence, togetherness, relevance, family, continuation, sisterhood, understanding, youth, unity, innovative, partnership, friendship, resurgent, and healthy. What would you add? Email Megan Shellman-Rickard or share your thoughts on our Facebook group or page. We had over 50 participants and look forward to doing another regional meeting with our North American and Caribbean members. Thank you to Dawne Williams (BPW St. Kitts), our Regional Coordinator for the North American and the Caribbean, and Francesca Burack (NFBPWC-NYC) for creating such a memorable and connective experience for us!

We're always open to new ideas for supporting one another during this stressful time. Creative ideas for connecting as we endure continued "stay safe at home" or quarantines for the unseen future are welcome. We are stronger together and that strength will bring us through to other side of this crisis.

In addition, if you are a local organization in the need of a way to provide an online networking space for your members, please contact mshellman@nfbpwc.org or text/WhatsApp: 970-819-9512 with the date and time needed. This is an additional benefit of membership for our affiliates and members that we are pleased to provide at this time of need. We are requesting that the leader of each organization using our Zoom account sign the agreement which is in the Newsletter and available on the website.

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

Momentum Club:

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

Learn more about the Momentum Club and help us grow and thrive by attending the next meeting. Topics for the Momentum Club meetings are designed to help the members start their own club and continue the growth of this vibrant organization. Find and register for the next meeting on July 7th, 2020 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:

- **Regular Zoom meetings to support members and ability to use our Zoom platform.**
- Grow through NFBPWC's formal **Leadership and Learning Program**.
- Share your successes on the **NFBPWC Showcase**: <https://www.nfbpwc.org/Our-Showcase>.
- **The Business Network**, <https://www.nfbpwc.org/Business-Network>, to market business and professional services in a public area of the website. Discover an international platform of intercultural understanding, languages and travel while establishing connections with women around the world.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the newsletter, e-alerts, website, and social media platforms (Email mshellman@bpwcolorado.org to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

Are you passionate about women's issues? You can participate and explore benefits only available to members:

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!
- Participate in the **first ever virtual NFBPWC General Assembly August 15-16, 2020** and connect with other members nationally. <https://www.nfbpwc.org/event-3705915>.

Member Spotlight and Success Story – Chanel Heermann, MD, Integrative Psychiatrist

(*As we did not receive any suggestions for July, we are going to rerun this Member Spotlight. During this stressful time, it is important that we all remember self-care and that includes mental health as well as physical health.)



This month we are featuring a member who says the story of her new business is actually a NFBPWC Success Story!

Chanel Heermann, MD, is an integrative psychiatrist and past president of BPW Denver. She joined BPW back in 2011 when

she moved to Colorado, looking to connect with new friends and network with other professional women. Her mission is to help busy women overcome their mental health struggles so that they can get their lives back. Dr. Heermann's private practice, SynerGenius Telepresence, offers comprehensive solutions for mental health and stress management, delivered directly to where the patient is via safe, secure teleconference technology. Board certified in both psychiatry and integrative medicine, Chanel helps people combine the best of both conventional and alternative therapies into a holistic, individualized treatment approach for their unique emotional challenges.

The current pandemic increased telemental health due to restrictions in many states for in-person visits. However, Dr. Heermann was a visionary who saw the potential for

telehealth to improve access to care for people all over prior to this global crisis; especially in rural areas like the small town in Nebraska where she grew up. Yet, one of her biggest frustrations since opening her practice is reaching new patients and helping them to find her. It is immensely frustrating when every online directory out there, from Psychology Today to the APA and everyone in between, bases their patient searches on zip code. For telepsychiatrists and other telemental health professionals, that means that patients only find them if the patient lives within a certain radius of that zip code. Since health professionals can be certified in more than one state, and it covers the entire state, this doesn't make sense for telehealth professionals. The inability to search for providers by state leaves potential patients in huge swaths of the states served who will never know that their ideal doctor or therapist even exists and is available virtually.

After 10 years of struggling with this, it finally hit Dr. Heermann last year – if nobody had fixed this problem yet, nobody else was going to. It was up to her to take this idea that she desperately needed, that her colleagues desperately needed, and most importantly, that patients looking for mental health care desperately needed – and make it a reality. This led Chanel to create MHDirect - the first and only online directory just for telemental health.

This is a NFBPWC Success Story because of Dr. Heermann's connection with Megan Shellman, the 1st VP of Membership for NFBPWC and past president of BPW Colorado. Chanel knew of Megan's broad expertise as business consultant, which was not Chanel's wheelhouse as a doctor. Megan was slightly involved at the very

beginning, when Chanel proposed lunch meeting to discuss software options that would be more feasible than the 5-figure quotes Chanel was getting for a custom-built site. Megan offered a tip which led Chanel down the path to the current software platform that allowed her to build the whole site on her own. Then, about a year later, it became apparent to Dr. Heermann that, while she's good at the medical and tech sides, she really needed more support for the marketing and business sides of things. Knowing Megan's experience running Simple Synergy Consulting, and her wide-ranging business acumen, Megan was Chanel's first choice when it came to bringing a partner on board. They've been building the directory together ever since, and just had a big marketing push that brought the directory to over 50 members – with four of them here in Colorado! They are

both excited to see where this partnership leads, and happy to share their own BPW Success Story!

Special request for our NFBPWC sisters: If you know someone who needs support with their mental health, please refer them to www.yourmhdirect.com. They can get care in the comfort and privacy of their own home, now and after the pandemic.

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

Keeping Things in Perspective

(Submission by Nancy Werner)

Maybe we don't have it that bad?

It's a mess out there now. Hard to discern between what's a real threat and what is just simple panic and hysteria. For a small amount of perspective at this moment, imagine you were born in 1900.

On your 14th birthday, World War I starts, and ends on your 18th birthday. 22 million people perish in that war. Later in the year, a Spanish Flu epidemic hits the planet and runs until your 20th birthday. 50 million people die from it in those two years. Yes, 50 million.

On your 29th birthday, the Great Depression begins. Unemployment hits 25%, the World GDP drops 27%. That runs until you are 33. The country nearly collapses along with the world economy.

When you turn 39, World War II starts. You aren't even over the hill yet. And don't try to catch your breath. On your 41st birthday, the United States is fully pulled into WWII. Between your 39th and 45th birthday, 75 million people perish in the war.

Smallpox was epidemic until you were in your 40's, as it killed 300 million people during your lifetime.

At 50, the Korean War starts. 5 million perish. From your birth, until you are 55 you dealt with the fear of Polio epidemics each summer. You experience friends and family contracting polio and being paralyzed and/or die.

At 55 the Vietnam War begins and doesn't end for 20 years. 4 million people perish in that conflict. During the Cold War, you lived each day with the fear of nuclear annihilation. On your 62nd birthday you have the Cuban Missile Crisis, a tipping point in the Cold War. Life on our planet, as we know it, almost ended. When you turn 75, the Vietnam War finally ends.

Think of everyone on the planet born in 1900. How did they endure all of that? When you were a kid in 1985 and didn't think your 85-year-old grandparent understood how hard school was. And how mean that kid in your class was. Yet they survived through everything listed above. Perspective is an amazing art. Refined and enlightening as time goes on. Let's try and keep things in perspective. Your parents and/or grandparents were called to endure all of the above – you are called to stay home and sit on your couch.

Advocacy Report



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

Advocacy - Equal Rights Amendment.

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

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

Please read this article and start following the media for this is HOT NEWS!

Let me start from the beginning since so much happened in the past month. The National Archivist had recorded the ratifications of Nevada and Illinois but refused to record Virginia's ratification without a court order. A suit has been brought forth to the Court to order the Archivist to his duty and record Virginia putting the ERA into the Constitution. This ERA case is being brought forth by the three Attorney Generals of Nevada, Illinois, and Virginia.

These attorney generals are asking for interested parties to sign on to their suit in the way of an Amicus Brief. This is a legal document filed in appellate court case by non-litigants with a strong interest in the subject matter. The briefs advise the court of relevant, additional information or arguments that the court might wish to consider.

An Amicus Brief helps to booster a case because it shows outside interest and allows for additional arguments. Courts pay attention to Amicus Briefs and can be influenced favorably by the signatures and their arguments. I have read that the League of Women Voters and the American Association of University Women have signed on. The published list is a mile long.

But our historical news is the National Federation of Business and Professional Women's Club is proud to announce that we filed the appropriate papers and a statement of the mission of our organization. We have been a long and ardent supporter of the passage of the ERA. Checking with the Alice Paul Institute we were

mentioned in Alice's journals as early as 1937. We have continued long and hard in our efforts.

The "short" paragraph that I wrote for us is as follows:

The National Federation of Business and Professional Women's Clubs was organized in 1919. With over 100 years of dedication, our mission has been to develop the business, professional and leadership potential of women on all levels through education, advocacy, networking, mentoring, skill building, economic empowerment programs and projects. We are a member-based organization with clubs throughout the United States. They are located in California, Colorado, New York, Arizona, Florida, Texas, North Carolina, Illinois, and Pennsylvania. We have a Virtual Club as well as a Young Business and Professional Women's group. As early as 1937, The National Federation of Business and Professional Women's Clubs has supported the Equal Rights Amendment through the decades for its quest to become part of the United States Constitution. We believe in the equal rights of all women and girls.

It was to be as brief as possible but sharing our mission/goals as an organization. The actual Amicus Brief will be coming soon as the case is to be heard on June 29. Please keep reading the papers and watching the news. It is being brought to the Federal Court in Washington D.C. by the law firm of Winston and Strawn of Chicago, IL. Linda Coberly, Esq. is the individual who is collaborating all the materials and preparing for the case.

Start listening and reading for any news. I must thank Shirley Zeller of MI, for bringing this to our attention and to Linda Wilson, our Rapid response chair, who has email to every women's group on the Internet. We are in exciting times for the Equal Rights Amendment.

Update as of Sunday, June 28....the Law firm is preparing all the documents and coming to Washington D.C. as early as Tuesday. Linda Coberly, Esq. has shared a huge thank you to the 4 dozen organizations who have completed their filings and provided a paragraph. The hearing will be virtual and we will be receiving notification of the date and time. I will send that out ASAP via our rapid response chair, Linda Wilson. May this be the week that is for Equal Rights Amendment.

From the Desk of the Secretary

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

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

One of the benefits of your NFBPWC membership is the ability to use NFBPWC's Zoom meeting subscription at NO CHARGE. I am delighted to train you on using this platform. A special thank you to Linda Wilson who was my first "student!" In order to use the platform for your club meetings, please complete the zoom agreement.

Click here for the: [NFBPWC Zoom Agreement](#)

Forms and questions can be forwarded to Marsha at secretary@nfbpwc.org.

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

Marsha's Monthly Reminders!

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

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

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

By: Kathy Kelly
Committee Chair, Leadership & Learning Committee, NFBPWC. kathy@ppiadvantage.com

L3P Facilitator Training

A huge thank you to Dr. Trish Knight, past national president and IDP facilitator, for her time conducting our Facilitator Training. We expect to have 10 NFBPWC Certified Facilitators ready to go by the end of June. If you are interested in presenting any of these personal and professional development modules, please contact me.

Expertise Wanted!

The L3P Committee is looking to develop four new modules based on member requests. Do you have expertise in any of these areas? The time commitment would be limited to two or three zoom calls to collaborate with the committee on:

- Sexual Harassment in the Workplace
- Work/Life Balance
- Small Business
- Fostering Inclusive Environments

Green News – Is COVID helping the planet?

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

There has been news of late on how skies are clearing up due to the lock down. Plane and automobile emissions are down but will they rise again as we open up? We have viewed COVID - 19 as a crisis. But what about the climate crisis? I am thinking we should have had a lock down years ago when scientists were warning that our planet and people must take drastic action on environmental issues or else.

Governments are having to spend tons of money on the pandemic and that could mean having less money to move to sustainable energies and other actions to help the environment. On the other hand, moving to sustainable energies could create a lot of new jobs.

Air pollution has been said to be an invisible killer. The World Health Organization says that 4 million people die prematurely from it every year. And with respiratory ailments, the Corona Virus becomes more severe. So, you can see climate change is connected in many ways to our every-day life.

Plastic use is actually on the rise because of the quarantine as many groceries are not allowing people to bring in their reusable bags. Also, we are getting lots of take-out food from restaurants that mostly use Styrofoam. I have noticed many restaurants in Boulder that are using recyclable plastics and compostables to go. Please be sure and thank the places that are doing this when you pick up your food!

Unfortunately, the Colorado bill HB20 -1162 to Prohibit Food Establishments use of Polystyrene (Styrofoam) to go containers did not pass. Also, HB20-1163 Management on Single Use Products did not pass. But look for them next year!

Wherever you can please cut down on your single-use plastics. I saw an alarming article posted on Facebook recently on micro-plastics and hope you'll take a look. "Plastic Rain is Pouring Down on National Parks [HERE](#)

Here's where we left off with Pope Francis:

IV. DECLINE IN THE QUALITY OF HUMAN LIFE AND THE BREAKDOWN OF SOCIETY

47. Furthermore, when media and the digital world become omnipresent, their influence can stop people from learning how to live wisely, to think deeply and to love generously. In this context, the great sages of the past run the risk of going unheard amid the noise and distractions of an information overload. Efforts need to be made to help these media become sources of new cultural progress for humanity and not a threat to our deepest riches. True wisdom, as the fruit of self-examination, dialogue and generous encounter between persons, is not acquired by a mere accumulation of data which eventually leads to overload and confusion, a sort of mental pollution. Real relationships with others, with all the challenges they entail, now tend to be replaced by a type of internet communication which enables us to choose or eliminate relationships at whim, thus giving rise to a new type of contrived emotion which has more to do with devices and displays than with other people and with nature. Today's media do enable us to communicate and to share our knowledge and affections. Yet at times they also shield us from direct contact with the pain, the fears and the joys of others and the complexity of their personal experiences. For this reason, we should be concerned that, alongside the exciting possibilities offered by these media, a deep and melancholic dissatisfaction with interpersonal relations, or a harmful sense of isolation, can also arise.

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>

Sexual Harassment and Sexual Abuse Against Women in the Workplace

By: Jackie Melvin, NFBPWC Task Force Chair

ANTI-RACIST; ANTI-SEXIST

The history buffs among you will be able to trace the compatibility of the movements toward racial freedoms and women's rights. The terminology progresses as times change - racist, nationalist, sexist, feminist, for example, are terms viewed from different perspectives by people of diverse backgrounds. In this period of justifiable national protests on behalf of "Black Lives Matter", the term "racist" has grown in its function from "I am not a racist" to "I am anti-racist" suggesting needed activism on behalf of persons for greater progress toward elimination of racial injustice within our society. So, too, my friends, hearing "I am not a sexist" from your husband or mate, is no longer sufficient if we are to eliminate social injustices against women in our country. Rather, let's encourage "I am anti-sexist" as a calling cry to encourage not just a characterization, but action and activity.

I am elated by the eAlert statement from President Sandy and the Executive Committee in support of BLACK LIVES MATTER and look forward to our continuing support and action.

I am encouraged by an Op-Ed piece on June 7, 2020, by the presumptive Democratic presidential nominee, former V.P. **JOE BIDEN**, who noted [*L.A. Times*] while addressing the BLM weekend protests;

"WE MUST BECOME A NATION WHERE ALL MEN AND WOMEN ARE NOT ONLY CREATED EQUAL, BUT TREATED EQUALLY. WE NEED TO BECOME THE NATION DEFINED - IN DR. KING'S

WORDS - NOT ONLY BY THE ABSENCE OF TENSION, BUT BY THE PRESENCE OF JUSTICE."

SPOTS OF SEXUAL HARASSMENT EVENTS

DURING PANDEMIC, PROTESTS/RIOTS, AND ELECTION ACTIVITIES

CRIMINAL MINDS. Our BPW focus has been on sexual harassment of women in the workplace, but it should be noted that such violations occur to men as well. The California Department of Fair Employment and Housing filed a sexual harassment lawsuit in Los Angeles County in May against the producers and studios behind the CBS television show "Criminal Minds", one of the longest running network dramas.

For over 14 years, it alleges, **GREGORY ST. JOHNS**, director of photography on the series, subjected male production crew members to frequent sexual harassment, doting on those who acquiesced to his attention and retaliating against those who resisted, in common patterns including ultimate termination.

Further, the executive producers including the Walt Disney Co., ABC Signature Studios, CBS Studios "had knowledge of and condoned St John's alleged conduct...firing over a dozen men who resisted [his] harassment," and thereby also violating the law.

The Department is seeking damages for all production employees who were subjected to alleged harassment. [Stacy Perman, *L.A. Times*, 05/27/20]

"ON THE RECORD" DOCUMENTARY FILM.

Three women tell on film their stories of rape by hip-hop mogul **RUSSELL SIMMONS** in a documentary film distributed by HBO Max, a new streaming device, which is the first original film to be featured on its platform premiering in late May.

SIL LAI ABRAMS, now 49, **DREW DIXON**, also 49, and **SHERRI HINES**, now 59, are the three faces of the film describing their survivals.

Abrams first told her story to *Hollywood Reporter* in June of 2018, alleging Simmons raped her in New York in 1994. Dixon told the *New York Times* in December, 2017, that she was raped in his apartment when she was 24 years old and at the time an executive at his record company. Hines was diagnosed with Covid-19 in March while working as a state Supreme Court officer at the Bronx Hall of Justice. She told her story in December, 2017, to the *Los Angeles Times* of his raping her in his office around 1983.

Simmons has denied dozens of allegations against him claiming he has never engaged in non-consensual sex.

WOMEN IN POWER. 490 women have filed as candidates for the U.S. House of Representatives nationwide in 2020 which number is a record high and a number that can grow as filing deadlines had yet to pass in about a dozen states as cited in May by the Center for American Women and Politics. Much of the surge in candidate filings is in Republican primaries.

#METOO EMPOWERING WOMEN TO SPEAK OUT.

The California Commission on Judicial Performance has called for the removal of Court of Appeal **JUSTICE JEFFREY JOHNSON** for sexual misconduct, dishonesty and undignified conduct. The decision becomes final in July unless the Justice asks the California Supreme Court for review. Among those claiming sexual harassment from Johnson was **JUSTICE VICTORIA CHANEY**, who serves with him on the Los Angeles based 2nd District Court of Appeal and told the Commission that Johnson harassed her from 2009 to 2018. She testified that she had not initially reported Johnson or even told him to stop harassing her because she feared it would create divisiveness on the court. She further believed she was the only woman being harassed and felt she was tough enough to handle it.

"Until the 'MeToo' movement", she testified, she believed women who complained were not believed and might be marginalized. But once she learned other women had complained about him and that she would be part of a broader workplace investigation, she decided to come forward.

The Commission noted in its investigation "...particularly, concerning [his] actions toward women who had recently graduated from law school; were in the early stages of their legal careers; and welcomed the opportunity to establish professional contacts with a Court of Appeal justice."

Health Committee Report by Marion Waelschli

By: Marion Waelschli
NFBPWC Health Committee Chair

We are all excited to be outdoors, finally. So are our pets, to go for a walk in the woods. BUT, something else is outside also. Ticks! Be sure to check yourself and your pets; especially between his/her paws. Ticks can be everywhere on the body. Remember to drink plenty of water. Play, swim or just relax in the shade. Enjoy your summer.

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Therasas Dolan President

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

NFBPWC California Federation

Executive Committee 2019-2020:

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

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

By: Rosemary Enzer, President, NFBPWC California



The California Federation is in the process of re-scheduling many of the meetings that were postponed due to Covid 19. The first in-person meeting, held on June 27, was Valley Sunset District's combined Annual Conference and Planning meeting. Described as Valley Sunset's Reopening Phase 1, the meeting was held at the Palm Garden Hotel in Thousand Oaks with social distancing and masks, as required by California law.

A Focus on Local Business Women Past and Present was the theme of the Conference, featuring a presentation by Sandy Sanders on Theodosia Burr Shepherd, one of the first women horticulturists and an influential business woman. A luncheon presentation by Jackie Melvin, Past State President and chair of the NFBPWC task force on the Elimination of Sexual Harassment and Sexual Assault, was titled *BPW in Our New World*. In addition to the installation of officers and other business of the conference, members discussed plans for the Fall and Winter Conferences.





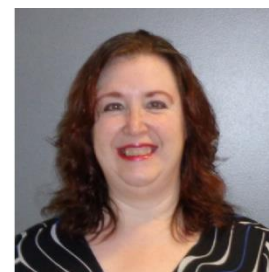
Downtown Sacramento BPW Club has scheduled a July 14 Zoom meeting. The theme is the *History and Negative Impact of the Tobacco Industry Affecting Women and Other Vulnerable Populations*. To join in the virtual meeting, RSVP to judybell9@comcast.net.



NFBPWC Colorado Federation

Executive Committee 2019-2020:

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



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

NFBPWC Colorado Advocacy Report

By: Evie Hudak, BPW Colorado

BPW Colorado held our annual convention on June 20, 2020. For the first time it was held virtually, via Zoom. Kathryn Wallace, our President, is going into her second year of her first term. Evie Hudak was re-elected as our 1st Vice President and these new officers were elected: Chanel Heermann, 2nd Vice President; Sara Bastani, Recording Secretary; and Cynthia Wieme, Treasurer. We made a small adjustment to our bylaws to allow flexibility in regard to committees. The convention included an excellent workshop by Jessica Dewell.

The highlight of our annual Legislative Conference back in February was a panel discussion on domestic violence with a Colorado State Representative and BPW's own Rita Smith, who was Executive Director of the National Coalition Against Domestic Violence for nearly 22 years and is currently an advisor on domestic violence. Rep. Monica Duran spoke about her personal experience with domestic violence earlier in her life and how she managed to escape from the situation. She told us how proud she is to have sponsored legislation

every year to help prevent domestic violence and assist women who have dealt with it. Rita spoke about her work with the NFL, making sure the men of this sport know the importance of avoiding violence in their personal relationships. She talked of stories she heard from women all over the country who are abused daily. She reinforced several things Rep. Duran mentioned about her experience – that abuse usually begins with emotional abuse and is not just physical, and that abused women often feel isolated and unable to escape. They both spoke of the importance of listening to women.

At the Legislative Conference we approved some additions to the Advocacy Platform. These have been shared with NFBPWC, and we hope they will be adopted for the national platform: The first addition is to add “for all” at the end of “access to affordable care” under Health Equity and Justice. The other is to add this to Human Rights: “Support equitable treatment of women in the criminal justice system, including health and hygiene products.”

BPW Colorado has a Legislative Bills Committee that determines our positions on bills. At the beginning of the annual session of our State Legislature, the committee took positions on 53 bills that related to our Advocacy Platform. Then the Legislature went on a long recess because of the Stay-at-Home order. At the end of May, when Denver moved to Safer-at-Home, the committee resumed meeting to keep up with new legislation. Also, because Colorado has a system that allows for ballot issues to be initiated by the public, the Legislative Committee took positions on 3 of those initiatives: OPPOSE [Initiative 120](#), Ban on Abortions After 22 Weeks; SUPPORT [Initiative 271](#), Fair Tax Colorado (Graduated Income Tax); and SUPPORT Initiative [283](#), Paid Family and Medical Leave Insurance.

BPW Denver – Virtual BPW Day Feminist Film Fundraiser

By: Chanel Heermann, BPW Denver President

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

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

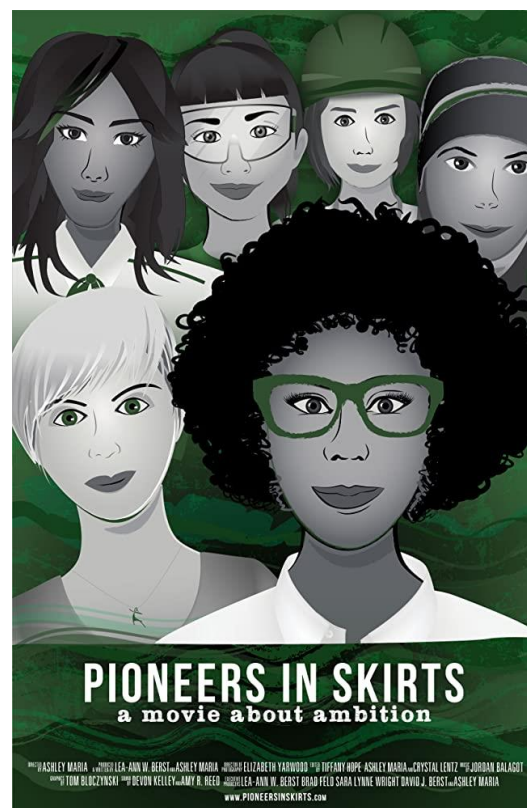
Since this is a virtual event this year, you can enjoy the event from anywhere in the country! Please invite your friends and colleagues to join us!

We will be seeing “Pioneers in Skirts”, "a feature length documentary discussing the gender bias and sexism women confront in their careers and, in relatable story telling, offers strategies for what we all can do right now to move the culture past it — at work, in our society, and at home.

It's about the core responsibility we ALL must have to catch our biases and prejudices.”

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

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



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

Movie

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

Panel and Social

- After the film, join us from 6-8pm MDT for an exciting panel discussion about the film and about the pioneer women who have made BPW what it is! (Panel members TBA.) Afterwards, we'll hang out, chat, and connect with our sisters and brothers working for gender equality.

Treats

- If you're watching a movie, you need popcorn! We have partnered with Mile Hi Popcorn to provide us with fun and festive movie treats! Mile Hi Popcorn & Gifts is a local, woman-owned business that specializes in over 40 different flavors that are made from scratch gourmet popcorn. Check the event page for details on our special BPW coupon code. Mile Hi Popcorn can ship anywhere.

Drinks

- A party just wouldn't be a party without fun beverages! We have also partnered with local, woman-owned liquor store Molly's Spirits to provide you with festive drinks (both alcoholic and non-alcoholic! Molly's team is curating a collection of wonderful products from woman-owned manufacturers for a BPW discount, as well. Alas, they are unable to ship outside of Colorado due to those pesky liquor laws.

Many thanks to both of our wonderful sponsors! In addition to the great deals they're offering our members and attendees, they will also be donating to CWFEB based on our sales. So, feel free to use our codes and place an order even if you aren't able to join us at the event - every bit helps! Be sure to get your order in right away, so you receive your drinks and popcorn in time for the movie!

Please join us! For just \$15, you will get a fun "Girls Night In" with your BPW friends, as well as the opportunity to benefit high-achieving Colorado women of non-traditional student age who are working for economic self-sufficiency through education. Read more about CWFEB's important work here: <https://cwef.org/>

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

NFBPWC South Florida

Executive Committee 2019-2021:

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

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

NFBPWC La Grange-Chicago

Executive Committee 2019-2020:

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

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

NFBPWC MICHIGAN

Executive Committee 2019-2020:

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

By: Shirley Zeller, President, NFBPWC Michicagn

The Michigan affiliates have not had an opportunity to meet face to face during this year. The president is planning for a virtual zoom meeting in the near future to try to get things rolling again.

We had decided to focus on SDG #6 – Clean Water and Sanitation and SDG #14 – Life Under Water. We continue to have issues with clean water in our cities in Michigan and also controversy with the Enbridge pipeline under the Great Lakes. Currently, Dana Nessel, our Attorney General, is currently seeking a court order halting Enbridge Line 5 oil pipeline operations in the Straits of Mackinac. Our Governor Gretchen Whitmer is also questioning the Enbridge CEO about new Line 5 pipeline damage.

Michigan has also been hit hard with the coronavirus pandemic and our stay at home was lifted just two weeks ago. We are one of three states now with the curve “flattening” so that the economy is slowly opening. This is and will continue to be a new normal for all of us. To top off the news in Michigan, there was a serious dam breach causing historic flooding in the middle of our state. As our Governor says, Michiganders are resilient, we will get through these times “together.”

BPW/Michigan will be celebrating 100 years on October 30 with a celebration hosted in the Rotunda of the State Capitol. This was postponed from May due to COVID-19. It is an important milestone for us and we’re looking forward to being able to meet together then.

That’s all for now. Have a great “new normal” summer.

NFBPWC New York City

Executive Committee:

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

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

Advocacy

NFBPWC-NYC together with our coalition partners continues to fight for women and families. This pandemic has highlighted the inequalities and injustices women and other minorities face.

Our NYS Equal Pay Coalition is creating a Post COVID 19 Visionary Statement. Included in this statement are 8 issue areas with specific recommendations on how to support women moving forward. I am work with the Employment group.

Included in this document will be recommendations in the following area:

1. **Employment -**
2. **Voting, Democracy and Representation -**
3. **Criminal Justice -**
4. **Safety and Gender-based Violence -**
5. **Essential, basic rights -**
6. **Reproductive rights -**
7. **Caregiving and Caretaking -**
8. **Girls and Education -**
9. **...plus an Outreach and Social Media group**

This document should be completed by the first week in July. We will share it here in the August Newsletter.

Where We Are

Because of the unusual circumstances we find ourselves in, and due to the killing of yet another unarmed black man, Mr. George Floyd, we felt that as a women's business and professional organization that advocates for women's social and economic equality we had to make a formal statement regarding the status of racism in our society. This "Where We Are" statement went out to our members, and appears on our facebook and website. We have also tweeted about the situation as it relates to black women, and all women of color.

Programs

She Talks

On, the second and fourth Tuesday of the week at 6:45 pm–7:15 pm we continue to present our virtual “She Talks” Our topics this month: Controlling the Growing Papers in your home workspace. If you’d like to join us just let us know.

Italian Cooking Parties

It’s important to have fun together and we do this on Sundays at 1:00 EST during our parties. These recipes are designed for business and professional women who want only 10-15 minutes spent in the kitchen.

Membership

Always a challenge. Our “She Talks” have produced additional members for our affiliate. We are happy to report that our NYC Affiliate is comprised of a diverse group of women from different cultures and includes women from 21-90 years of age.

We are also thrilled to announce one of our own, Julia Forman is running for NYC City Council. You can find out more about Julia at <https://votejulia.com>.

NFBPWC North Carolina

Executive Committee 2018-2020:

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



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

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

Our bylaws have been received by President Sandy and we anxiously await their “official approval!”

Unfortunately, due to a technical glitch, NFBPWC-NC was unable to meet on June 18, 2020. Thank you to those that were able to get through, Varnell, Barbara, Marsha, Alice, and Jean! Never give up! You all get A+ for your persistence.

Our next meeting will be on July 16, 2020 at 8pm via zoom. We are going to discuss Larisa Miller’s YouTube video on “BPW in a Post COVID World.” We plan on then watching Ashley Maria, our Young BPW chair, tell us “How to look our best on Zoom!” There might be a special guest appearance from Ashley herself! Please contact Marsha at romarsci@gmail.com if you would like to join us.

Congratulations to Barbara Bozeman who presented “Astro Photography” to her photography club. Her article and photos are attached.

Everyone in NC wish you well. Please stay safe, well, and home.



By: Barbara Bozeman, NFBPWC-NC, Momentum Club Liaison

**Sometimes if you DON'T know something,
having to teach it is the best way to learn.**

I am a professional photographer – I shoot dogs...

well, okay, I shoot dogs, business portraits and events.
But using the term “professional” does not mean I

know everything there is to know about photography – or that every image I capture is going to be perfect. Like many hobbies or crafts, there is always something new to learn, some way to improve what you already know – and ways to pass your skills on to others.

That is where being part of a photography club has been a great experience for me. Fortunately, I have one here in my hometown, the Goldsboro Area Photography Club. There are about 40 of us now, who meet on a monthly basis. The skill sets range from “I’m still working with a cell phone” to “just spent \$3,000 on a new lens.” We have learning topics, member spotlights – where we share our work, and workshops to experiment, practice and improve our skills, together.

Our topic for June was Astrophotography. Ironically, this was a requested topic, but no one was willing to raise their hand to take it on. So...I did. I can say with all certainty if you asked me to help you take a photograph of the moon in May, I would have been completely useless. THAT is how much I knew about astrophotography.

So, I took on the research – I do so love the Google! Endless articles, both professional and amateur, visited NASA sites, spent a ton of time on YouTube. The topic is as huge as the Milky Way and can be just as complex. I learned so much – and learned how much more I didn’t know. BUT I LEARNED. And I practiced.

As I built my presentation, I worried if not being a subject matter expert was going to make for a disappointing lecture. Somewhere along the way, I remembered the concept of “know your audience.”

Ultimately, I realized my lack of expertise gave me a specific insight my fellow photographers could appreciate. I was able to make a presentation to my group and do it from a place of empathy.

Happy to relay the presentation was a success, both for the members and for myself. Getting out of my comfort zone and knowing I would have to teach someone else, made learning even more interesting.

While they may not be the most technically perfect images, I am proud of these images...and what I was able to accomplish and share.





NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

Jean MacDonald	President
Faith Nager	Treasurer

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

Always something in life, isn't it? We held our BPW/PA Convention via ZOOM on June 12,13, and 14. Great turnout and our PA Affiliate Chapter members were in the photo gallery. Very educational. BUT our concern is

how we will reach the PA Affiliate members if we do not have a physical meeting. We tried the free conference phone system twice, but it turned out that it isn't that free after all.

Just like everyone, we are always looking for new members. Now all the materials from President Sandy will be distributed to the members as handouts at the BPW/PA Summer Board on August 7-8, 2020 at the Penn Stater.

We have the glossy NFBPWC flyers and a new membership sheets ready to hand out. We placed our think tanks on our heads and we are in creative mode. We are building a FACE BOOK page under PA Affiliate Chapter of NFBPWC. Please "like" us when it appears. We would so appreciate it. We are using the National History Alliance and the Alice Paul Institute to provide some historical information and we will add what we are doing to the public domain.

We are also working on the ad for the National Women's History Alliance and we wish to thank the NFBPWC for allowing us to connect onto their link. We are also very appreciated for having a page on the NFBPWC wild apricot web site, too.

We are looking into businesses that we might align as the chamber of commerce in our areas. Also might there be grant funds available to do a particular activity? We are exploring.

But we did get a Zoom account and hope to have it working on this coming Monday evening. Made sure to get the passcodes and numbers. We are ready if the State Board fails to meet physically in August.

Our member, Mary Shaw, who serves on the CEDAW Commission in Pittsburgh shared some terrific news. Slowly and steady the CEDAW project of Pittsburgh is expanding into Allegheny County. Please read the colorful memo that she submitted. (SEE BELOW) Now this is exciting. Thank you to MJ!!!

I must give a HUGE THANK YOU to Lilly Gioia our Legislation Guru for all the time and effort that she does researching the current information on what is happening. She is amazing trying to keep up. If you haven't read her work, please take a moment and inform yourself. You can do Snoop Check, but I have not found one fact of hers wrong. I want to learn how to write like her. Thank you, Lilly!!!

We also have a FABULOUS shout out to Ginny Bailey a member of our group. She was recognized as our BPW/PA Woman of the Year. That is a tremendous honor and we are so proud to call her a WOTY. Her achievements were remarkable as they were read to the group. KUDOS!!!

We are looking to register for the Biennial Conference on August 15 and 16. The \$20 for registration will be a great bargain for all the information that we will learn while sitting in our homes. No travel, no packing, no lodging but lots of fun learning for **ALL** members.

And our big mystery question is still the upcoming XXX International Conference that was scheduled for August 21-25, 2020 in Orlando, FL. We had our hopes on the stars but with this pandemic, I can forego meeting all the wonderful women around the world. There will be a time and place that we will meet these fantastic members. Couldn't give them hugs anyway but elbow bumps.... But we are waiting patiently to hear what will happen. (Like a mystery book waiting to unfold. Maybe next month?)

Take care and be safe. Enjoy your July 4th weekend.



What is CEDAW?

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) is an international treaty adopted by the UN in 1972. 189 countries had signed and ratified the treaty by 1989, with the exception of the U.S. However, many cities and local governments have passed ordinances to enact CEDAW and gender equity principles. Pittsburgh was the 6th local government to pass an ordinance in 2016.

Why do we need CEDAW in Allegheny County?

- In Allegheny County in 2017-2018, the Women's Center and Shelter of Greater Pittsburgh served 7500+ women and children
- In 2018, 8 victims died related to domestic violence in Allegheny County and 85 women in Pennsylvania died overall (PCADV 2018 Fatality Report)
- 14% of all women and girls in Allegheny County live below the poverty line
- 10% of working women use public transportation to commute
- 55% of poor households in Allegheny County are run by single mothers (2017 American Community Survey)
- The mortality rate for black infants increased in 2016 to 14.9 deaths per 1,000 births resulting in a rate 4.5 times higher than white infants (2015 Allegheny County Mortality Report)

What can Allegheny County Do?

Allegheny County should pass an ordinance to establish a gender equity commission to pursue CEDAW principles including: healthcare, the prevention of violence against women and girls, economic development, education, and delivery of services to women, girls and persons of diverse gender identity and expression.

For more information, please go to <http://pgh4cedaw.org/Allegheny/>

Pennsylvania Advocacy Report

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

WORKING WOMEN & COVID19 IMPACT:

Single mothers have been hardest hit by job losses according to a 5/27/20 Stateline report based on statistics analyzed by PEW Research. In the pandemic single mothers shoulder all the responsibility at home—educating school children, the care of aging parents, cooking, cleaning and household management. Now single moms have been hit particularly hard by the unemployment crisis, losing jobs at a far higher rate than other families with children, according to analysis of census micro-data provided by the University of Minnesota. In April the number of single mothers with jobs was 22% lower than it was a year ago. Among low-wage single moms, 83% working as waitresses, lost their jobs by mid-April. 72% working as cleaners and 58% working as cooks, a third of personal care aides and 14% of customer service representatives lost jobs. Before the pandemic women held 58% of service jobs. By mid-April as travel halted and restaurants shuttered, nearly 5.7 million women had lost those jobs compared with 3.2 million men. Among all women, 17% have lost their jobs since the pandemic began, compared with 13% of men. That is the opposite of what happened in the Great Recession. According to the Institute for Women's Policy, job losses due to the collapse of sectors where low-income women are concentrated (and single mothers are concentrated in low-wage jobs), a new bind faces single mothers. As restrictions begin to be lifted on businesses, single working moms question going back to work and risking exposure to the still raging pandemic. Availability of child care is problematic because the pandemic has shut down so many providers, some permanently. Seventeen states have suspended work requirements for TANF (Temporary Assistance for Needy Families), the federal block-grant program that replaced traditional welfare in the 1990's. The pandemic has made it all the more imperative that the Pennsylvania legislature pass S.B.580/H.B.1739, the Pennsylvania Family Care Act that funds paid family leave.

WOMEN IN "ESSENTIAL JOBS":

More than two-thirds of workers at grocery store check-outs and fast-food counters are women. Nine of ten nurses, nursing assistants, most respiratory therapists, a majority of pharmacists, pharmacy aides and technicians are women, according to a 4/18/20 New York Times analysis of census data crossed with the federal government's "essential worker" guidelines. Researchers found that one in three jobs held by women has been designated as essential. Non-white women are more likely to be doing essential jobs than anyone else. The work they do has often been underpaid and undervalued—an unseen labor force that keeps the country running and takes care of those most in need, whether or not there is a pandemic. 53% of essential workers are female; 78% of social workers, 77% of health care workers, and 53% critical retail. Of the 5.8 million people working in health care jobs that pay less than \$30,000 a year, half are non-white and 83% are women.

NEW STUDY: WOMEN STILL MAKE LESS THAN MEN/ESPECIALLY IN JOBS IMPACTED BY COVID19:

A new study by the Economic Policy Institute reported by the 4/1/20 Capitol Star, found that despite facing the same risks to their safety and their health, women who work in professions impacted by the pandemic make substantially less than their male colleagues. A third of all working women (33.4 percent) compared to 15.7 percent of men are employed in the two industries impacted by the pandemic in different ways. Bureau of Labor Statistics compiled data show jobs in health care/social assistance surged, while occupations in leisure/hospitality have been rocked by closings during the course of the pandemic. Women in both sectors are on the unfavorable end of a wage gap. Across all sectors in 2019, "on average...women were paid 22.6 percent less than men, after controlling for race and ethnicity, education, age and geographic division.

The study, timed for release on Equal Pay Day, revealed how women in health care are EXPOSED and UNDERPAID. Women surgeons providing care on the front lines earned \$56.37 per hour, while male surgeons earned \$63.77. Among registered nurses, males earned \$35.86 per hour while females earned \$33.05 per hour, per statistics provided by the Economic Policy Institute (EPI). Leisure and hospitality workers are losing wages and jobs due to COVID19 with many women in these sectors already on shaky financial footing, given how much less they are paid than their male peers. EPI data show male wait staff earning \$11.44 per hour and females earning \$10.07. Analysis of hotel, motel and resort desk clerks showed men earning \$15.06 per hour and women earning \$13.40. While most men and women employed as restaurant wait staff and hotel workers earn modest hourly wages, the existence of a gender wage gap – and thus the elevated financial insecurity these women workers face – means that women in this industry are especially financially vulnerable in the event that they are out of work or on a severely reduced work schedule for an extended period of time. In the final analysis the COVID19 report found the pandemic has revealed “a number of underlying weaknesses in the U.S. economy. While the \$2 trillion stimulus bill signed...into law (the Coronavirus Aid, Relief & Economic Security or CARES Act) is an important step in the U.S. response to the coronavirus pandemic, it falls short of fully protecting workers during the coronavirus crisis. Further, long-standing gender and racial inequities in pay, access to paid leave, and even opportunities for telework must be considered as the country continues to develop plans for the response to and recovery from this crisis.”

THE PANDEMIC UPENDS CHILD CARE:

Parents have struggled to find child care during the coronavirus pandemic as many of the day-care and preschool programs attended by some 5 million U.S. children closed or were available only to “essential” workers. As states reopen their economies, some, have yet to issue a specific plan for child care facilities. Others have said they can reopen by complying with a patchwork of new safety regulations set by states, cities and counties. The CDC released its own set of recommendations in late May, according to a 5/20/20 Washington Post report. The crisis has pushed the country’s fragile child-care ecosystem to the brink, writes reporter Amanda Becker. Facilities in an industry with already-small profit margins struggled to access state and federal aid as first-come, first-served small-business loans ran out. They are now facing costly safety precautions, such as limiting class sizes and purchasing masks, gloves and sanitizing cleaner. Industry groups predict that one-third to half of child-care centers may not reopen at all. With parents returning to work, there will be fewer available day-care slots and probably higher tuition rates. The safety risks will be considered when sending young children into less-controlled environments where social distancing is not possible. The collapse of the system is likely to be particularly devastating for women’s employment, the Post found. Women who work in the child-care industry would also be hit hard by mass day-care closures. More than 90% of the country’s 1.2 million child-care workers are women. A 13% decline of women with small children in the workforce over the past 20 years has been attributed to the rising cost of child-care. A Center for American Progress report cited a 12% drop in maternal workforce participation when families have trouble finding child care, with no corresponding effect on fathers. With 50 million school-age children in 48 states having canceled classes for the remainder of the year, questions arise about a summer without camps and supervised activities. Nicole Galloway, Missouri State Auditor, warned that “women leaving the workforce or cutting back hours has an impact on future career opportunities, promotion, equitable pay. These are family issues. It’s not isolated to the woman in the household and has consequences on a family’s future economic opportunity.” On March 22nd Senator Bob Casey introduced S.3562, a bill to provide support appropriate for the Child Care & Development Block Grant Program and the Head Start & Early Head Start programs.

U.S. WORKER SAFETY RULES MISSING IN THE PANDEMIC/AFL-CIO SUES OSHA:

A 4/20/20 statement by the Economic Policy Institute (EPI) asserted that worker health and safety experts estimate that more than seven million workers suffer workplace injuries and illnesses each year. The Coronavirus pandemic lays bare the long-standing failure of existing U.S. health and safety laws to protect workers, EPI noted. A recent CDC report found that between 2/12/20 and 4/9/20 over 9,200 health care

workers reported coronavirus infections. Of these cases 73% were women. 27 workers had died of COVID19 as of April 9th. Over the last few months alone, the Occupational Safety & Health Administration (OSHA), has received THOUSANDS OF COMPLAINTS FROM WORKERS CONCERNED ABOUT WORKPLACE EXPOSURE TO COVID19 AND THE LACK OF SAFEGUARDS ON THE JOB. When workers try to speak up for themselves and each other, they are fired. Instead of looking for ways to address weak health and safety protections, Labor Secretary Eugene Scalia has taken this opportunity to weaken protections for millions of workers, according to EPI. “We may never know exactly how many workers are getting sick or dying of workplace exposure to COVID19 because Scalia has issued guidance on employer record-keeping during the pandemic that advises certain employers that they are not required to investigate or record workplace-related coronavirus cases. Not only does this guidance make workers less safe at this critical time, it shamefully denies any public record of worker illnesses and death as a result of workplace exposure.”

“It’s the wild west out there,” said Geoff Freeman, president of the Consumer Brands Association, which represents grocery manufacturers. “The federal government, particularly the Centers for Disease Control and the Occupational Safety & Health Administration (OSHA), is failing to provide the clear and specific guidance.” Freeman told NPR on 5/1/20 that the government has offered little direction about protective gear or what to do when a worker tests positive for COVID19. That left essential businesses operating during the pandemic to figure it out for themselves. Demanding safety standards for worker protection, the AFL-CIO filed a petition to compel the Labor Department to issue an emergency temporary standard that would offer stronger protection for U.S. workers against the coronavirus as states begin to open. The Hill reported on 5/18/20 that the AFL-CIO is asking the D.C. Circuit Court of Appeals to force OSHA to immediately implement the measures. Thousands of “essential” workers have been exposed to the coronavirus while on the job, and those numbers are likely to increase as the economy reopens and non-essential workers return to work. “It’s truly a sad day in America when working people must sue the organization tasked with protecting our health and safety,” AFL-CIO president Richard Trumfka said in a statement, “but we’ve been left no choice.” If the Trump administration refuses to act, we must compel them to.” The union petition also notes that OSHA’s Personal Protective Equipment standard, which includes direction on masks and eye coverings, leaves the decision to mandate usage and to supply them to workers up to employers. Trumfka wrote a letter to Labor Secretary Eugene Scalia in April demanding action. “The United States Labor Department and the entire federal government must act now and do their job and meet their responsibility and obligations to protect the safety and health of working men and women during this national emergency,” Trumfka wrote. The AFL-CIO said Scalia responded on April 30th stating that a “mandatory standard specifically addressing the grave risk posed by the virus was not necessary.”

Unions have been calling for OSHA to issue an emergency temporary standard since the beginning of the pandemic. The AFL-CIO and 23 other national unions petitioned OSHA on March 6, 2020. The National Nurses United petitioned the Trump administration on March 4, 2020. Since this report appeared, there have been over 100,000 U.S. deaths. “We must hold Scalia accountable for his failure to respond to the crisis affecting the nation’s essential workers. No worker should be forced to risk their life for their job while waiting for Scalia to do his,” the Economic Policy Institute statement stressed.

DESPITE COVID19 BETSY DEVOS OVERHAULS COLLEGE SEXUAL ASSAULT GUIDELINES:

The #METOO movement held the promise of a cultural shift. No longer would women be blamed or fear coming forward as a survivor of sexual assault. From an era where colleges and universities cared more about statistics that might blemish the school’s reputation, they would now be more concerned about how sexual trauma could affect a student’s life. A 5/11/20 Newsweek report revealed how the Trump administration has undercut this progress as Education Secretary Betsy DeVos issued new rules that will substantially weaken important protections for survivors of campus sexual misconduct. In the midst of a global pandemic – when students are fearing for their future and colleges are facing unprecedented challenges – this makes a bad situation worse, wrote Kim Churches in Newsweek. The DeVos guidelines allow colleges and universities to hold trial-like hearings where a survivor and sexual harasser or assailant could be subjected to

live cross-examination, compounding the trauma already experienced. Changing the definition of sexual assault to require that it be “so severe, pervasive and objectively offensive that it effectively denies a person equal access to education” means that students would be forced to put up with escalating levels of sexual harassment without getting help from their schools. Many incidents of sexual harassment and violence would no longer “count.” Letting schools choose their own standards of proof would force one party—the survivor—to meet a higher bar rather than leveling the field for both survivors and the accused. These rules are not popular. When first proposed last year, they drew much criticism from educational institutions, gender advocates, civil rights groups, survivors and others. More than 125,000 people and groups weighed in during the public comment period, most of them in opposition. Still the administration chose to move forward with its highly criticized rules—and at the most inopportune time as President Trump praised the move. Some students may not be returning to campus in the fall, but schools will be required to implement complicated new processes and procedures before the semester begins.

HARRISBURG REPUBLICAN LEADERS CONCEAL COVID19 POSITIVE CASES:

In a party-line vote, according to a New York Times 5/28/20 report, Republicans defeated a Democratic motion to adjourn through 6/8/20 to investigate leadership’s handling and concealing a positive coronavirus diagnosis for Dauphin County Representative Andrew Lewis. Democrats proposed new rules to require all lawmakers to wear masks on the House floor and in committees, and to have their temperatures checked before being admitted to the floor or committee rooms. Republican leader Brian Cutler quashed the proposed changes. Lewis confirmed on 5/20/20 that he received a positive COVID19 test and went into self-quarantine. Republican Representative Russ Diamond said he was notified of positive exposure and also went into self-quarantine. He had previously spoken last month at an anti-shut-down protest outside the Capitol and recently boasted on social media of not wearing a mask while shopping. Democratic Representative Brian Sims of Philadelphia, said Mr. Diamond had “apparently been quarantining himself for weeks” but “didn’t explain that to any of us when he was in committee, talking with us or walking up and down stairs or bumping into us or letting us hold the door open for him.” Mr. Lewis wrote on Facebook that he kept his positive diagnosis private “out of respect for my family and those who I may have exposed.” Representative Kevin Boyle, the Democratic Chairman of the State Government Committee asked Pennsylvania Attorney General Shapiro to investigate whether Republican leaders broke the law by failing to notify all members and staff of possible coronavirus exposure, rather than only their own members. Pennsylvania’s COVID19 cases are approaching 75,000 with over 5,000 deaths.

CAN COVID19 FINALLY END ANNUAL AUTOMATIC PAY RAISES FOR PENNSYLVANIA LAWMAKERS?

With more than 1.5 million Pennsylvanian’s applying for jobless benefits and many businesses on the verge of shuttering for good in the midst of the COVID19 pandemic, some state lawmakers are calling for a pay freeze.

Since 1995 Pennsylvania politicians have been helping themselves to automatic annual pay raises every December regardless of the state’s fiscal condition. This year’s Christmas present was a 1.9% automatic pay increase to \$90,300! Lebanon County Republican Representative Frank Ryan has called for a pay freeze till 2021. “The Commonwealth is currently facing a multi-billion-dollar revenue shortfall in this pandemic,” Ryan told Penn Live on May 4, 2020. When Pennsylvania residents are making sacrifices and struggling just to put food on their table, it’s no time for public officials to be taking a raise, Ryan argued. Centre County Democratic Representative Scott Conklin also proposed a bill to freeze state lawmakers’ and top executive branch officials’ pay for three years. A Times Tribune editorial noted the looming deficit of between \$4 and \$5 billion by June 30, 2020, anticipating deep cuts in needed services. In addition to the \$90,000+ base pay, there is additional pay for committee chairmanships and leadership positions. Each day the legislature is in session lawmakers receive a \$179 expense payment without any consideration for their actual expenses, plus platinum-level health care and retirement benefits. Each of the 253 legislators actually costs taxpayers about \$160,000 a year,

or \$40.48 million in total. Their pay rate is the third highest among state legislatures behind only California and New York, but the Pennsylvania General Assembly, (203 representatives and 50 senators), is by far the largest full-time legislature in the land. The Pennsylvania Business & Professional Women's Federation agrees with those who believe that legislators' pay should be raised only after debating and VOTING on specific SALARY INCREASE legislation. They, like everyone else, should have to justify their raises. A 2012 BPW/PA State Convention Resolution to "End Legislative Automatic Pay Raises" was enthusiastically adopted, noting that since the \$47,000 1995 base salary was automatically raised, **lawmakers' pay had increased 75%** to \$83,802 by 2012. With Pennsylvania's 12.8 million population, far smaller than California or New York, salaries exceeding \$90,000 are unjustifiable. Still pay raises continued even as Wall Street rating agencies examined Harrisburg's flawed budgets and slashed the Commonwealth's bond rating FIVE times. Continuing these automatic pay raises in light of the economic trauma being endured by Pennsylvania's working families is unconscionable in a state where the median income (2018) is \$59,445 and per capita income \$32,889. Only 6% of Pennsylvania households are considered high income.

URGENT ACTION NEEDED - TO SUPPORT FUNDING FOR U.S. POSTAL SERVICE!

92% of American voters said they supported congressional appropriation for the U.S. Postal Service as the cash-strapped agency continues to struggle amid the novel coronavirus pandemic. The Postal Service asked Congress for \$75 billion to avoid running out of cash by September 30, 2020. The agency anticipates a \$13 billion 2020 shortfall due to the economic downturn. With millions of voters choosing mail-in ballots to avoid COVID19 exposure at a November polling place, the Post Office must be adequately funded. Favoring privatization, President Trump has voiced opposition to the request insisting USPS raise its rates instead to generate more revenue. A survey showed 96% of Democrats and 90% of Republicans favor a direct appropriation rather than a loan to USPS. The Coalition for a 21st Century Postal Service, representing more than 1,200 businesses and organizations, sent a letter to congressional leadership imploring lawmakers to approve such an appropriation. They wrote: "The American people have been reminded during this pandemic of just how fundamental to American life the Postal Service still is. The Postal Service is the backbone of businesses large and small in America, and must endure." The Package Coalition, a group of small and large businesses that rely on the mail, said Trump's demands "endangered the Postal Service and its customers," according to a May Government Executive report. **Please text, email, call or write ASAP Senator Toomey, Senator Casey and your Representative supporting U.S. Postal Service funding!**

NFBPWC El Paso Texas West

Executive Committee:

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

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

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

NFBPWC Houston

Executive Committee:

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

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

NFBPWC Paso Del Norte

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

NFBPWC Virtual Club

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

Or email: ccbpw@aol.com

Executive Committee:

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

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

Stay tuned for more updates soon!

NFBPWC Young BPW

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 August eNewsletter is Friday, July 24th 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).