



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

June 2020 Newsletter

Upcoming Events

Momentum Club Zoom Meeting

8 June 2020

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

NFBPWC Board of Directors' Meeting

16 June 2020

5:00 PM PDT | 6:00 PM MDT | 7:00 PM CDT | 8:00 PM EDT

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

Biennial General Assembly (Virtual)

15 August 2020

Pre-Board Meeting

16 August 2020

General Assembly

International Days Observed by the United Nations

June 5	World Environment Day (A/RES/2994 (XXVII))
June 8	World Oceans Day (A/RES/63/111)
June 12	World Day Against Child Labour
June 19	International Day for the Elimination of Sexual Violence in Conflict (A/RES/69/293)

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

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Submission Deadline for the July eNewsletter is Wednesday, June 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:

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

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Special Committees:

Military Affiliated Women, Barbara Bozeman, North Carolina
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!

I hope this newsletter finds you and your family safe and healthy. Some of you will be reopening soon so please take care and do so safely. Some of us will continue to be homebound a little longer and we just need to hang in there for everyone's safety.

We have had a problem with phishing our emails. If you receive an email from me asking for money or gift cards, please just delete it. It is spam and do not reply or do anything.

It is hard to believe that June is here, and we are two months away from our Biennial Meeting. It will certainly be different this year. But my hope is that many more of you will join us since it will be done virtually, and we need your input and ideas. More information is listed in this newsletter.

Now is the time to send in any bylaw changes you would like to see, changes to the advocacy platform and any resolutions you would like. As that is the business that we will be voting on at the meeting. Also, we will be electing new officers.

I receive the following from a friend who is in another organization that I belong to, but it is so very true of our organization too.

AM I REALLY NEEDED?

Xvxn though my typewriter is an old model, it works well except for one of the keys. I've wished many times that it would perfectly. Trust, there are 42 keys that function, but one key not working makes the difference.

"Sometimes, it seems to me that our organization is somewhat like my typewriter-not all the people are working properly. You might say, "Well, I'm only one person. It won't make much difference." But, you see, an organization, to be effective, needs the active participation of every person. The next time you think your efforts aren't needed, remember my typewriter, and say to yourself, 'I am a key person and they need me very much.'"

You are all important!

MEMORIAL SERVICE

We will be having a memorial service at our Biennial Meeting. Please send to Sandy the names of any members that have passed away since our last meeting in July 2018. Please include a short bio and picture if possible. We would like to honor these ladies at our meeting.

NOTE: If the obituaries were already posted in the monthly newsletters, then there is no need to resend them. Thanks.

BIENNIAL GENERAL ASSEMBLY

Our Biennial General Assembly will be held on August 15 and 16. Times to be announced. On August 15 we will hold the Pre Board and General Assembly and on August 16 will be the Post Board Meeting.

You will need to register to attend this meeting since there will be voting going on. All paid members are eligible to vote. There will be a cost of \$20 to offset the cost of the virtual platform and programming. A registration form can be found on our website and you can register and pay through the website or by mailing your registration and fee to our Treasurer, Gloria Flores.

As we continue the planning more information will be provided.

BOARD OF DIRECTORS MEETING

We will hold our next Board of Directors Meeting on June 16 at 5 p.m. Pacific Daylight Time. All members are invited to join the meeting. Please get your reports to Secretary Marsha Riibner-Cady.

BPW INTERNATIONAL LEADERSHIP SERIES

BPW International has a Leadership Series their latest webinar deals with starting an online club. Below are links to see this presentation.

It is now online: https://www.youtube.com/watch?v=gHn_K-xg0Lw

We will now publish it to all members, via our FB page: <https://www.facebook.com/leadership.bpw/>

HAVE AN ERA STORY TO TELL?

The Advocacy Committee of the Alice Paul Institute is launching the **ERA Storytellers Project** to collect the **stories of the activists** who have been on the front lines **fighting for the ratification** of the Equal Rights Amendment. We are especially interested in the stories from activists who advocated or worked with their **state legislatures** to ratify the ERA, and those who **marched during the 1970s and 1980s**. Additionally, in our continued work to **expand historical narratives** and include all voices, we are deeply interested in hearing from **people of color**, and members of the **GLBTQ+** communities

Interested? Click the link, fill out the quick survey, and we'll be in touch to coordinate an interview.

<https://www.alicepaul.org/era-storytellers/>

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. This pandemic has resulted in most of us being isolated from our support systems. The Executive Committee, Virtual Chapter, and many of our local and global organizations are trying to find ways to continue that much needed connection during 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.

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.

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.

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 June 8th, 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.

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



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.

Advocacy Report



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

Last month I gave you an outline of a letter format script that you might use to contact your Senators about gathering support for the ERA. Now, I did my writing and calling to my two Pennsylvania Senators, but I got the same message. Give

Senator Mitchel McConnell some letters and calls too. I thought that was remarkably interesting, but you know what, that is what I have been hearing all through this month. It is not enough to have Senators Cardin and Murkowski supporting the ERA in the Senate. If Mitch is in control, the ERA will not come forth.

The ERA Coalition has presented two U tube Videos in the past 2 weeks that were one hour each. Go to Face Book. Type in ERA Coalition Town Hall. The first one was presented on May 16 as a first in a series. The second was entitled, "ERA Coalition Town Hall -Violence against women and the Equal Rights Amendment." Both provide current information and what is happening behind the scenes with pushing the ERA onward but Senator Richard Blumenthal (D-CT) shared again last night that serving on the Judiciary Committee is tough. The only obstacle is Mitch McConnell as he refuses to see the ERA come to the floor of the Senate. Now he did mention some other factors that are helpful for us to write about: domestic violence during the COVID-19. Being home for all these weeks has inflated the need for our domestic shelters. The pay discrimination for women was finally at \$.82 to the man's dollar and this economic shutdown has more lasting affects then we will ever know for women. Betsy Devos, Education Department Chair, has initiated the college discrimination policies as an ongoing struggle for campus survivors who need to be protected. They will not receive the due process as they received prior to this time. What we need is public pressure and education awareness about the Equal Rights Amendment and what it will do for ALL women and their families. Let's do some more writing to Senator Mitch McConnell and see what happens.

Sidebar – These U tubes would make great programs if you are looking for a program for your Local Organization. Informative and great presenters.

Another exciting place that is really providing information is the Alice Paul Institute in New Jersey. They were able to sell the limit of Kind Bars in March and received \$10,000. These funds are now being utilized to provide emails with current information that they are presenting as "virtual" programs. They are also featuring women of history that you might enjoy posting on your LO's face book page. Just type in the Alice Paul Institute and a wealth of information will come to you.

On June 30,2019 Ginny Bailey and I went to the Alice Paul Institute with all our NFBPWC information. We set up a table and we meet many other groups from New Jersey and Pennsylvania. We were also able to sit and listen to the panel of speakers present an outstanding discussion on the Equal Rights Amendment. I was so hoping that we might return this year only to have the pandemic come our way. But if you want a fantastic source of information about women in our history, type in Alice Paul Institute on Face Book and you will receive a daily feed of outstanding information. They also have Alice Paul videos, t shirts, and literature that you can purchase to enhance your LO programs.

Another wonderful place that is full of information is the National Women's Historical Alliance. I am so proud that our NFBPWC supports this entity. Again if you ever need materials, go on line and type in www.nwha.org and you will see their latest inventory of the best materials for our women's history. You cannot go wrong when you shop in their "online store."

One last comment, this year we are celebrating and honoring the women who came before us, who worked tirelessly to gain the right to vote, The ability to vote is precious and valuable right, and we have thousands of women to thank for their lifetime work. Whether it was writing letters, marching for justice, speaking publicly, organizing events and even suffering during incarceration and forced feedings, we owe everything to these valiant women we call suffragists, Be sure to exercise your right to this year and vote! Register

everyone that you know to vote in 2020! Honor the Valiant Women of the VOTE!

Now some of you have voted in your primary and some of us are just waiting for it to come, but no matter...just VOTE.

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.

From the Desk of the Secretary

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

Since my last report we have had 3 more virtual happy hours. Thirty-two members and guests attended these gatherings. This brings our total attendees to 126. Thank you for spending time with us!

One of the benefits of your NFBPWC membership is the ability to use NFBPWC's Zoom meeting subscription at NO CHARGE. A special thank you goes out to the Virtual Club for sharing their online agreement which we used to formulate the following Zoom agreement. Click here for the: [NFBPWC Zoom Agreement](#)

Forms and questions can be forwarded to 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!

Our next Board of Director's meeting is June 16, 2020 at

5:00PM Pacific Time /6:00 Mountain Time/7:00 PM Central/8:00 PM - (US/Eastern)

Call in information is available on the nfbpwc.org website. All board reports are due by June 8, 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.

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

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC

L3P Facilitator Training - Register now!

The Lifelong Leadership & Learning Program (L3P) Committee is on the home stretch with a series of 15 modules designed for the personal and professional development of our members. We are excited to announce dates for Facilitator Training:

June 9, June 23, and June 30, 2020 from 10 am – 1 pm CDT.

These first sessions will take place via ZOOM. Dr. Trish Knight, past national president and IDP facilitator, will be conducting the training. We have three slots left so please contact Kathy Kelly immediately if you wish to become certified. kathy@ppiadvantage.com

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

Contact Kathy Kelly for more information. kathy@ppiadvantage.com

Green News - Why Compost?

By: Laurie Dameron, BPW Boulder Member

Chair BPW Colorado Environment and Sustainable Development Committee

Chair NFBPW Environmental and Sustainable Development Committee

Creating a compost in your yard is beneficial because you'll end up with really great healthy soil full of nutrients that you can then use in your gardens. Another benefit is that healthy soil helps absorb carbon reducing our climate impact. Boulder County reports that almost half of our residential waste is compostable.

Keep in mind you cannot add compostable products such as corn cups or paper products to your yard compost. These items would take way too long to biodegrade and need to end up in a commercial compost. Also you cannot add meats, fish, cheese and bones to a yard compost as they don't decay properly and can also attract rodents and other animals. You can compost other organic matter such as foods, coffee grinds, grass clippings, and leaves.

You can also buy compost bin/container systems although they are quite pricey. Eco-Cycle has great information and directions on how to create a compost in your yard [HERE](#).

Organic matters that cannot be added to your yard compost, including products certified by the BPI (Biodegradable Products Institute), such as corn cups, plates, bowls, take-out containers and utensils, must end up at a commercial composting plant, where they go through a special process that grinds them down into fine particles. After a time, they morph into compost or mulch that can then be used as rich, healthy soil. (Look for the BPI Certified label, because many plastic products that say “biodegradable” or “plant based” are not necessarily compostable.)

The most important thing I want to convey here is that often when folks get a compostable item, such as a to-go container or coffee cup, they assume it’s fine to put in the trash. After all it’s biodegradable, right? While it’s true that compostables will biodegrade at the landfill, the resulting process releases a huge amount of methane gas, and methane traps up to 80 times more greenhouse gases than does carbon dioxide. So when we send anything organic – food, papers, cardboard – to the landfill, we’re actually creating more of an environmental problem!

When attending special events, I often see catering companies providing compostable products, but then they are not collected at the end of the event. Personally, my opinion is that if a company provides those products, they have a responsibility to properly dispose of them. Please keep this in mind when you organize events.

Many cities, like Seattle, San Francisco and Boulder, have “Zero Waste Ordinances,” with Zero Waste stations strategically placed around town. (Boulder’s ordinance was passed in 2016, making it mandatory that all residential and businesses have recycle and compost service.) Please ask yourself why would there be a special bin for compost if biodegradable products are able to break down in the landfills? The whole purpose of using and collecting compostables is to keep such items OUT of the landfills.

Another benefit I’ve found for composting at home is now that I am not throwing food scraps into my

kitchen trash can, it doesn’t get dirty and smelly. So I just take my trash can and empty it into the outdoor trash bin and reuse the plastic bag liner. I just changed my liner bag for the first time in more than a year. That’s a lot of plastic bags to save!

If your town offers curbside composting service, you might even be able to save some money signing up for such composting service and simultaneously decreasing the amount of your trash pickup. Many people find they can get by with a smaller trash bin because so much is now going into the compost bin instead. Here is a [LINK](#) with helpful information about composting in the Denver area but you can surely find information out wherever you live as the zero waste solution is spreading throughout the country and in the world!

Here’s where we left off with Pope Francis:

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

45. In some places, rural and urban alike, the privatization of certain spaces has restricted people’s access to places of particular beauty. In others, “ecological” neighbourhoods have been created which are closed to outsiders in order to ensure an artificial tranquillity. Frequently, we find beautiful and carefully manicured green spaces in so-called “safer” areas of cities, but not in the more hidden areas where the disposable of society live.

46. The social dimensions of global change include the effects of technological innovations on employment, social exclusion, an inequitable distribution and consumption of energy and other services, social breakdown, increased violence and a rise in new forms of social aggression, drug trafficking, growing drug use by young people, and the loss of identity. These are signs that the growth of the past two centuries has not always led to an integral development and an improvement in the quality of life. Some of these signs are also symptomatic of real social decline, the silent rupture of the bonds of integration and social cohesion.

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

POLITICAL PARTY PERPETRATORS

Can't we all just get this right. Sexual harassment does not belong to a political party. A perpetrator can be from either party or from no party. It is also without a religious affiliation, an ethnicity, an age group, an occupation.

It is a surge of power over a person of lesser power. Its exercise in intended humiliation for the recipient brands the perpetrator a bully, a pitiful human being, someone requiring a scapegoat.

Sexual harassment can be ongoing or a momentary expression. The perpetrators may or may not be punished.

Since 2017 and in the #Me Too era, perpetrators have been punished by their bosses, the general public,

legislatures, and the courts. Great strides have been made to humiliate the perpetrator to terminate the practice in our workplaces.

But let's get it right. People who likely wouldn't commit a murder or a burglary or arson or other crimes against persons or property, need to understand that sexual harassment is a violation too, and has always been so. And this is the generation that ends it!

Because the novel coronavirus pandemic has stopped our world, there is little else occupying the minds of the general public and the media that reports us. Physical distancing as the new normal, may slow down sexual physical abuse, but let's continue to promote termination of harassment in our new world. Be safe. Be well. Be kind.

Health Committee Report by Marion Waelschli

By: Marion Waelschli
NFBPWC Health Committee Chair

Hello, as the country tried to get back to a new normal, we must still be vigilant with our own safety. Wearing a mask is hard for some of us, me included, breathing, protecting not only yourself but your family, friends, and co-workers. Summer is upon us, so remember the sunscreen, get your needs shots. Try and enjoy your time outdoors.

What has happened to our world? Now with no handshakes, social distance, we are in a different place. If you feel trapped, lonely, or just frustrated, you are not alone. There is help out there. Call a friend or one of your family. Find a funny show on TV. Laughter helps elevate your mood. Remember to wear a mask and wash your hands.

Till next time, stay safe, stay healthy.

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/>

The California Federation's Annual Conference, scheduled for May 15-17, has been postponed until this fall when it will be held as a combined Annual Conference and Fall Board of Directors meeting. On October 9-11, the California Federation will celebrate its 100th birthday and install our officers for 2020-21.

Friday morning, October 9, at the Pre-Conference Board meeting we will focus on the business of the organization. That afternoon the 100th Annual Conference will be called to order to elect officers for 2020-21, to adopt the annual budget, and to approve the 2020-22 Public Policy Statement and Focus Issue. The meeting agenda, which continues all day Saturday, October 10, will also include any proposed changes in the bylaws and new business brought before the body.

On Saturday evening our gala event will feature the installation of officers and the Federation's 100th birthday celebration. There will be entertainment and special gifts for everyone. We will also be honoring seven members who joined BPW 50 or more years ago.

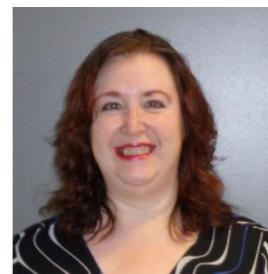
Incoming President Lynn Brandstater will preside on Sunday morning at the Post Conference Board meeting. She will present her chairs and tell us about her plans for the 2020-2021 Federation year.

We invite all our BPW friends to come to California and help us celebrate 100 years of Women Helping Women!

NFBPWC Colorado Federation

Executive Committee 2019-2020:

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



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

BPW Denver Hawera Twinning Report

By: Chanel Heermann, BPW Denver President

Business and Professional Women of Denver of NFBPWC and BPW Hawera of BPW New Zealand are proud to announce their twinning!

The groups held a lovely ceremony 5/13/20 in Colorado/ 14/5/20 in Taranaki, and we are now "officially" twin sisters!

The ceremony was created and led by Megan Shellman-Rickard, NFBPWC 1st VP of Membership and BPW Denver member. During the ceremony, Chanel Heermann, Past President of BPW Denver, shared her experience of being member of both BPW Colorado and BPW New Zealand at once back in 2015-16 while she was living in New Plymouth, about an

hour up the road from Hawera. Then, the members each lit a candle, symbolizing connection despite distance and circumstances that prevent us from meeting in person. All present then recited the alternative version of the BPW International Collect, which was adopted at the XXVI Congress in Mexico City, written by Suzanne Garant, BPW Quebec Metropolitain (Canada), and translation by Leslie West, BPW Montreal (Canada).

BPW Hawera, New Zealand and BPW Denver, Colorado, USA Twinning Ceremony May 13, 2020

Please find a candle to light in solidarity and connection for our official Twinning Ceremony.

Alternative version of the International Collect, which was adopted at the XXVI Congress in Mexico City.

READ TOGETHER:
We ask...

That we meet together as women, not allowing beliefs, religion, nationality, ethnicity or language to come between us.
That these meetings enable us to move forward and advance the status of women throughout the world.
That the value of women be recognized in our families, our communities, our workplaces, our country and the world.
That we use our good ideas, our knowledge, our experience to promote the worth of women.
That we combine our strengths to move forward in peace, in serenity and in love.
That women of all generations will do their part to achieve harmony and equality among all human beings.

Thank you to the author, Suzanne Garant, BPW Quebec Metropolitain (Canada), and translation by Leslie West, BPW Montreal, Canada.



Megan shared the history of our international organization, and the purpose of twinning between chapters. The chapters recited their shared goals for the twinning as follows:

- We would like to form a closer relationship and share ideas with each other.
- We would like to send our newsletters to one another. We would love to host any of each others' social media groups and/or follow each others' social media pages.

- When possible, we will share our meetings and/or events via internet live stream or recording.
- BPW Denver and BPW Hawera would like to form a closer relationship and share ideas with each other for an indefinite period of time. The specific goals of each organization in this Twinning Charter are as follows.

Desiree Bond, President of BPW Hawera, and Chanel represented each chapter, sharing the specific goals their chapter would like their twin's support in achieving:

- BPW Denver's goals are to: grow membership, engage current membership, increase diversity of membership and speakers, support and expand Young BPW membership, and increase connection to BPW International and sisters worldwide.
- BPW Hawera's goals are to: grow membership, network and mentor, inspire and support local women through an annual education scholarship, encourage all members to do KTA (which enables professional and personal development), and to increase connection to BPW International and sisters worldwide.

We shared our official Twinning Certificate then blew out the candle to close the ceremony. The ceremony was followed by a lively and fun conversation between BPW sisters almost 7500 miles apart.

Megan said it best: "The connection that we desire to have with our BPW sisters awaits only a path and a light to guide us. May our Twinning connect us in delightful and unexpected ways."



Many thanks to Megan for writing and presenting our lovely ceremony, to Jacquee Peebles, President of BPW Denver, for leading the meeting and our chapter, to Desiree for her collaboration and patience, and for everyone who was there with us, in person or in spirit, including Sandy Thompson - NFBPWC President, Christine Berridge - Incoming President BPW NZ, Sheryl Wallis - Immediate Past President of BPW Hawera, Helen Cook - Past President of BPW Hawera, Deb Fischer - Past President BPW Colorado & BPW Denver and President BPW CO Virtual, Cynthia Wieme - Treasurer/Secretary of BPW Denver, Laurie Dameron - VP Membership/Environmental of BPW Boulder, Mickey Harlow - Secretary of BPW Northwest Metro, and Sara Bastani - Member of BPW Cherry Creek. Well-

wishes were sent by Nellina Basile, Chairperson, BPW International Twinning Taskforce, as well as Hellen Swales, Past President of BPW NZ.

We are so excited for the future of our partnership!



NFBPWC South Florida

Executive Committee 2019-2021:

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

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

NFBPWC La Grange-Chicago

Executive Committee 2019-2020:

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

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

NFBPWC MICHIGAN

Executive Committee 2019-2020:

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

NFBPWC New York City

Executive Committee:

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

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.

June 4 is Mom's Equal Pay Day — Moms are making \$0.70 (cents) *

All U.S. moms compared to all U.S. dads

We will be participating in the National twitter hour from 2:00 p.m. – 3:00 p.m. Our Equal Pay Coalition will be holding a webinar “Motherhood and the Workplace: What Do You Need To Succeed?” - register here - Log-in information will be sent 1-hour prior to the event. Registration closes June 3rd at 8:00PM EST.

<https://www.eventbrite.com/e/motherhood-and-work-what-do-you-need-to-succeed-tickets-106758056220>

Here is a chart with the different Wage Gaps and Equal Pay Days for 2020. We participate in twitter campaigns on all of the below dates.

Women compared to men: March 31, 2020 — \$0.82 (cents)

In New York City it is \$0.89

Wage Gap by Demographic

- Asian-American Women: Feb 11* — \$0.90 (cents)
- Women: March 31 — \$0.82 (cents) **
- Moms: June 4 - \$0.70 (cents)*
- Black Women: Aug 13 — \$0.62 (cents)
- Native American Women: Oct 1 — \$0.57 (cents)
- Latina Women: Oct. 29 — \$0.54 (cents)

**Equal Pay figures for this community vary widely by ethnicity*

*** All U.S. women compared to all U.S. men*

Programming

She Talks

Our She Talks programming has been very successful. We have acquired new members as a result of our She Talks. Our She Talks have moved to Tuesday evenings 6:45 p.m. EST.

In May, our interactive workshop “You Have More Power Than You Think” brought participants from Mexico City, Philadelphia, New Jersey and of course New York.

Our She Talks June Schedule:

June 6th – Managing Stress in Stressful Times – Viola Edward (BPW Cyprus) Breathe Expert.

June 9 - Water and Systems – Hyon Rah – SDG #6 and #4

June 16 – Spring Cleaning (Your Computer, Your Phone, Your Living Space) – Alison Duncan

June 23 – Round Table on Women’s Issues

If you’d like further information or would like to be put on our invitation list contact us at nfbpwcny@gmail.com

FUN - Sunday Cooking Parties

It’s important to share some laughs and get to know each other on a more informal basis. We continue to zoom on Sundays at 1:00 p.m. EST for our Sunday Italian Cooking Parties with “Chef” Carla Laura, President of BPW Venezia, Italy.

So far, we have enjoyed a pasta dish, two chicken dishes, a chocolate dessert and next Sunday it’s a light version of eggplant parmiargina. If you’d like further information or would like to be put on our invitation list contact us at nfbpwcny@gmail.com.

Stay Healthy, Stay Safe, Stay Optimistic

NFBPWC North Carolina

Executive Committee 2018-2020:

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



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

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

NFBPWC-NC meets the third Thursday of the month at 8pm via zoom. Our next meeting will be on June 18, 2020. We are 26 members strong!

The Chatham County Club is holding a virtual meeting on May 27. Wendy Tomblin, The Country Bakeress is doing a cooking class teaching us how to make a delicious flourless chocolate cake. Yum!

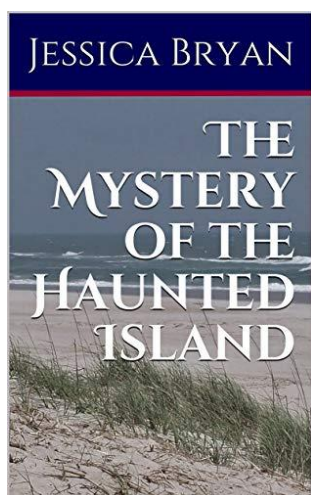


For the charitable efforts of Chatham County, they are selling a beautiful leather tote for \$25. Ten dollars is going to the scholarship fund to support women in the community furthering their education. (pictured to left)

Jean MacDonald is raising money for the scholarship fund with a program called Making cents for mentoring." She is selling handmade watercolor cards (see flyer below)

The club has been raising funds for the food bank.

Jean and her daughter along with their husbands held a Front Yard Cookout supporting IFC Food Bank. The total raised was \$4050. Medtronic's did a match of 2-1. (pictured to the right)



"The Confidence Package", unwrapping the secrets to conquering your fears is a new book to be released at the end of 2020. Interviews will start with women around the county on zoom and then they will be put on YouTube. If you would like to be interviewed please contact Jean MacDonald at jeanconnects@gmail.com. Half the proceeds from the book will be donated to the Chatham County NFBPWC scholarship fund.

Jessica Bryan, one of the newest members of Chatham County, just released a new book for ages 8- 16. "The Mystery of the

Haunted Island." It's about a vacation on Ocracoke Island, NC This is the 30th book she has written (pictured to the right)

Around the rest of NC...

Congrats to Jo Naylor, our only Utah/NC member, just landed a part time job at Jo-Ann's fabrics!

Alice is making baby masks for the Children's Hospital of the King's Daughters (CHKD) located in Southeastern Virginia. Alice and Varnell are also making and mailing masks all around the country!

Everyone in NC, please stay safe, well, and home.

Custom Handmade Cards Spread a little Sunshine

Jeanconnects.com/Art

These are some examples below and I have many others. I can be contacted at jeanconnects@gmail.com or 413-222-7250. I can set up a zoom or email you other examples. All cards are originals, they are produced on luxe paper (high quality card stock) and come with a beautiful lined envelope. The cards are \$5 each (pack of 6 \$25). buying 5 you get the 6th for free. Only sold as packs + shipping \$7.75 mailed priority USA.

\$.50 from every card sold goes to Making "cents" for Mentoring raising money to help women further their education through Business Professional Women and a new book coming out soon "The Confidence Package? -Unwrapping the secrets to conquering your fears ~



413-222-7250 / jeanconnects@gmail.com



The Ultimate Flourless Chocolate Cake

SERVES Serves 12 to 16

INGREDIENTS

- ☐ 8 large eggs, cold
- ☐ 1 pound bittersweet chocolate or semisweet chocolate, coarsely chopped
- ☐ ½ pound unsalted butter (2 sticks), cut into 1/2-inch chunks
- ☐ ¼ cup strong coffee or liqueur (optional)
- ☐ confectioners' sugar or cocoa powder for decoration

BEFORE YOU BEGIN

***** Even though the cake may not look done, pull it from the oven when an instant-read thermometer registers 140 degrees. (Make sure not to let tip of thermometer hit the bottom of the pan.) It will continue to firm up as it cools. If you use a 9-inch springform pan instead of the preferred 8-inch, reduce the baking time to 18 to 20 minutes.

INSTRUCTIONS

1 Adjust oven rack to lower middle position and heat oven to 325 degrees. Line bottom of 8-inch springform pan with parchment and grease pan sides. Cover pan underneath and along sides with sheet of heavy-duty foil and set in large roasting pan. Bring kettle of water to boil.

2 Beat eggs with hand-held mixer at high speed until volume doubles to approximately 1 quart, about 5 minutes. Alternately, beat in bowl of electric mixer fitted with wire whip attachment at medium speed (speed 6 on a KitchenAid) to achieve same result, about 5 minutes.

3 Meanwhile, melt chocolate and butter (adding coffee or liqueur, if using) in large heat-proof bowl set over pan of almost simmering water, until smooth and very warm (about 115 degrees on an instant-read thermometer), stirring once or twice. (For the microwave, melt chocolate and butter together at 50 percent power until smooth and warm, 4 to 6 minutes, stirring once or twice.) Fold 1/3 of egg foam into chocolate mixture using large rubber spatula until only a few streaks of egg are visible; fold in half of remaining foam, then last of remaining foam, until mixture is totally homogenous.

4 Scrape batter into prepared springform pan and smooth surface with rubber spatula. Set roasting pan on oven rack and pour enough boiling water to come about halfway up side of springform pan. Bake until cake has risen slightly, edges are just beginning to set, a thin glazed crust (like a brownie) has formed on surface, and an instant read thermometer inserted halfway through center of cake registers 140 degrees, 22 to 25 minutes. Remove cake pan from water bath and set on wire rack; cool to room temperature. Cover and refrigerate overnight to mellow (can be covered and refrigerated for up to 4 days).

5 About 30 minutes before serving, remove springform pan sides, invert cake on sheet of waxed paper, peel off parchment pan liner, and turn cake right side up on serving platter. Sieve light sprinkling of Confectioners' sugar or unsweetened cocoa powder over cake to decorate, if desired.



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

With the missing of our March 13, 2020 meeting, we waited patiently as to what the BPW/PA Federation Board might do. We always meet in tandem with this larger group. But it was a ZOOM meeting on March 29, 2020. Our first attempt with 50 plus members appearing and delving into the BPW work of that group. Now many of our Affiliate members were on the ZOOM as well. It was decided that our BPW/PA Convention would be developed into a few days on ZOOM on the dates of June 11-14. Maybe not that long but we were asked to keep those dates open. We would sign up for the events that we wished to join.

Now for the PA Affiliate Chapter of the NFBPWC started emailing each other on what direction we would peruse. On May 19 and May 20, 2020, I conducted two nights of free telecommunication meetings. The agenda was the same for each night, but the suggestions and ideas varied.

Our concern is how we will reach the BPW/PA members if we do not have a physical meeting. We are always looking for new members. I was already counting the NFBPWC flyers from President Sandy. I created a new membership sheet to be placed in the flyers. I had asked to be placed on the Business Agenda so I can share our purpose and what we do. I even asked for an ad in the Convention Manual. Now it looks like we will be receiving only the most important pieces of literature prior to Convention via the Internet and we must download. So not to be discouraged, we put our "great brains" to work to come up with some alternatives.

Ginny Bailey and I will create a face book page. We will use as much material from our NFBPWC. I have contacted the Alice Paul Institute to promote their links which are coming a few times a week. They were thrilled to receive the \$10,000 from the Kind Bar Company for the March Campaign. We will also promote the face book feeds from the National Women's History Alliance.

Speaking of the NWhA, Emily Holgash is contacting the National Women's History Alliance and creating an ad that can be linked to the NFBPWC. We got to get the momentum going.

Asking our member Mary Shaw about the works of CEDAW in Pittsburgh. With the pandemic, it seems that many activities have stopped. Pittsburgh was placed in a red county that our Governor was keeping closed until June 12. But I hope she has some information to share that I can place in my presentation.

We need to think as a team and keep pushing forward. Some of our members have lost jobs, been furloughed, and are helping family members. We are in a critical time. We are still corresponding ideas among us. But we are there for each other.

Now we had a long discussion on the NFBPWC and the upcoming Biennial Conference scheduled for August 20, 2020 in Orlando, FL. I shared that we would soon receive a survey on dates, how many days and the structure. Told everyone to respond to the questions and return as soon as possible. Do not delay.

As for the upcoming XXX International Conference that was scheduled for August 21-25, 2020 in Orlando, FL., everyone is waiting to hear the outcome. Many of us were disappointed but were quite okay with a possible ZOOM. I was thrilled to hear that quite a few would join somewhere in the ZOOM session. We will be patient and wait for the latest news.

Pennsylvania Advocacy Report

By: Lilly Gioia, BPW Pennsylvania Legislation Chair

4/29/20 SUPREME COURT CONSIDERS INSURANCE COVERAGE FOR BIRTH CONTROL:

Ensuring that employers have the ability to withhold contraceptive coverage on moral or religious grounds was one of President Trump's key campaign talking points. Upon election in 2017 President Trump promptly moved to expand exemptions to the Affordable Care Act's (ACA) requirements that insurers cover all preventive health services for women. President Trump emphasized that employers should not be "bullied by the federal government because of their religious beliefs." Obamacare provided for complete coverage of all costs incurred by women for FDA-approved methods of contraception, saving women millions in out-of-pocket costs for birth control since 2011. Acting to block the new Trump rules, attorneys general from New Jersey and Pennsylvania filed suit. They argued that changing coverage rules "could saddle their states with the cost of dealing with thousands of unplanned pregnancies and as many as 127,000 women losing access to no-cost contraception," according to the Philadelphia Inquirer. The attorneys general also argued that the Trump administration failed to follow proper procedures in adopting a policy that allows more employers, including publicly traded companies, to opt out of no-cost birth control by claiming religious objections. The Trump policy also allowed some employers to raise MORAL objections to covering contraceptives. Additionally, employers could cover some birth control methods and not others. Some employers objected to covering modern, long-acting implantable contraceptives, such as IUDs, which are more expensive and considered highly effective in preventing pregnancies. According to the Kaiser Family Foundation, the share of female employees paying their own money for birth control pills plunged to under 4 percent, from 21 percent, since contraception became a covered preventative health benefit under the ACA.

ACLU attorney Brigitte Amiri said, "Allowing employers and universities to use their religious beliefs to block employees' and students' birth control coverage isn't religious liberty—it's discrimination." In 2019 a Philadelphia federal appeals court three judge panel unanimously blocked the Trump administration's rule. Judge Patty Shwartz wrote, "Cost is a significant barrier to contraceptive use and access. After the ACA removed cost barriers women switched to the more effective and expensive methods of contraception." The two states won a nationwide injunction temporarily blocking employers from dropping covered contraception on the basis of their personal religious or moral objections. In January 2020 the Supreme Court consolidated two challenges adding *Trump v. Pennsylvania* and *Little Sisters of the Poor v. PA* for oral arguments. Pennsylvania Attorney General Josh Shapiro said, "Two federal courts have blocked the Trump administration's rules because they would allow any employer to deny women access to contraception for ANY reason—including a belief that women should not be in the workforce," according to NPR.

The Supreme Court's 2014 ruling in *Burwell v. Hobby Lobby Stores* was that family-owned businesses would not be required to pay for contraception insurance coverage that violated their religious beliefs protected by the 1993 Religious Freedom Restoration Act. The Trump administration maintains that not only family-owned businesses, but all businesses based upon a moral objection, should be exempt from providing birth

control coverage to employees. An attorney with the religious liberty group, the Alliance Defending Freedom, Kristen Waggoner, said, “They’re not interfering [with employees’ choices]. This is about whether a person can run their business in a way that is consistent with their beliefs...it’s about the right of all religious organizations and people of faith.” *Trump v. Pennsylvania* marks the third instance where the Court has considered the contraceptive mandate, but the first time with Justices Neil Gorsuch and Brett Kavanaugh both on the bench. While appellate court judges, Gorsuch and Kavanaugh considered similar cases and showed sympathy for religious groups seeking exemptions on moral grounds.

\$500 MILLION CLASS ACTION SEXUAL HARASSMENT LAWSUIT FILED AGAINST MCDONALD’S:

Alleging the company has a “systemic sexual harassment problem,” two Florida female plaintiffs filed suit on behalf of the 5,000 women who worked at the 100 corporate-run McDonald’s locations in Florida since April 2016, according to a 4/14/20 BUSINESS INSIDER report. Jamelia Fairley (24) and Ashley Reddick (28) are the named plaintiffs. “Jamelia and I are filing this lawsuit on behalf of McDonald’s workers across Florida because the company needs to step up and protect us,” Ms. Reddick said. “We’re not the only ones who have been sexually harassed while on the job at McDonald’s. This is a nationwide problem. The company has known about it for years and we won’t stop speaking out until McDonald’s listens to us.” The lawsuit was filed with support from the Time’s Up Legal Defense Fund, founded in 2018 and backed by some of Hollywood’s most powerful women including Meryl Streep, Reese Witherspoon and Natalie Portman. The \$500 million lawsuit is the latest in more than 50 complaints filed by McDonald’s workers in the past three years. Sexual harassment and abuse on the job have become a major emphasis of the Fight for \$15 movement which organizes fast-food protests over issues related to workers’ rights and pay. In addition to damages, the lawsuit is demanding McDonald’s implement worker-centered anti-harassment policies and training, including teaching in-store and upper-level managers how to investigate complaints and discipline harassers. Filed in the company’s home state of Illinois, the suit centers on a particular McDonald’s restaurant near Orlando, Florida. Plaintiffs say that numerous women were subjected to “pervasive sexual harassment and a hostile work environment including groping, sexual assault and sexually-charged comments.” When Ms. Fairley reported the behavior, her hours were cut as a consequence of speaking up. When Ms. Reddick told her managers about a colleague’s verbal and physical harassment, she was fired as a result. Another class action sexual harassment lawsuit was filed against McDonald’s in November 2019 in Michigan, also supported by the Time’s Up Legal Defense Fund. The Fund has received more than 4,915 requests for assistance since its founding and is committed to funding 174 cases with the \$24 million raised so far in donations.

THE CORONAVIRUS & GENDER:

The coronavirus is killing more men than women even though infection rates are more or less the same, according to a New York Times 4/21/20 report by Alisha Haridasani Gupta. The male body and the female body respond differently to viruses. Unlike many other countries, however, the United States is not systematically tracking COVID19 gender data. The United States is one of 11 countries that aren’t systematically tracking infections and deaths of men and women. Caroline Craido Perez, author of “Invisible Woman,” told the Times that the “reason we don’t know that much is that historically, we’ve preferred to study the male body.” Perez stated that we do know the female immune system is more active than the male immune system. That can be bad for women in that women make up 80% of those with autoimmune diseases. “Women also tend to have more frequent and more adverse reactions to vaccines. The result is that we are less good at diagnosing diseases in women,” Perez added. In the United States and Britain women are more likely than men to die following a heart attack. And yet you will still encounter resistance in the research community, who say things like “The female body is too complicated, the menstrual cycle will interfere with the results.” Only recently the Centers for Disease Control issued a report that included gender rates, but it was just a snapshot drawing information from hospital networks in parts of 14 states, according to the Times. In the most recent bill passed by Congress to assist small businesses, an additional provision of \$25 billion

was added to facilitate establishing a national COVID19 testing program. It contains a mandate to collect coronavirus statistics by gender regularly updating Congress on this newly required national data base.

BPW members have long known about the gross disparity in medical research on women's health that only began to be remedied after more women were elected to Congress. The lack of actual gender-specific statistics is nothing new, beginning when President Bush ordered the removal of accumulated female salary data from the Labor Department statistics that researchers relied on to study pay disparities. It continues under President Trump who quickly closed the White House Office for Women & Girls soon after his 2016 election. Subsequently, President Trump unsuccessfully attempted to also remove gender-based salary data compiled by the Equal Employment Opportunity Commission. A federal judge ruled against the administration's efforts.

FEDS TO TRACK, SHARE INFORMATION ON NURSING HOME COVID19 OUTBREAKS:

Deaths in care centers account for almost 20% of entire U.S. coronavirus deaths, according to BUSINESS INSIDER. Their report noted that "the numbers are just the tip of the iceberg" and the likely total is much higher. According to Business Insider, after pressure from Democratic Senators, the federal government did begin looking at the impact of the virus in long-term care facilities. The New York Times found at least 4,100 nursing homes and other long-term care facilities were affected, and more than 36,500 residents and employees had contracted the virus. The lack of personal protective equipment and low staffing is a factor in the spread of the disease. According to the Times, staff members report having trouble accessing tests and reusing N95 masks sometimes for weeks. "We don't have what we need to stop this," Mark Parkinson, president and chief executive of the American Health Care Association, told the Times, which is interesting since this organization of nursing home owners has lobbied successfully for relaxed inspections and reduced violation fines for infection control since the Trump administration came into office. As previously reported by the Times, this organization of nursing home owners has already contributed \$3 million to President Trump's re-election campaign after safety and health regulations were significantly cut back since 2017. An Associated Press 4/21/20 report noted that because the federal government "has not been releasing a count of its own, The Associated Press has been keeping its own tally from media reports and state health departments, finding at least 8,496 deaths linked to coronavirus outbreaks in nursing homes and long-term care facilities nationwide." Beginning Monday, April 20th, the Centers for Medicare & Medicaid Services agreed to start tracking and publicly sharing information on infections and deaths in facilities to help spot trends and early signs the virus is spreading in communities. The move comes as critics and local leaders have called for more aggressive actions by the federal government to track infections in homes and constrain outbreaks by helping them get greater access to testing and masks. With many homes not reporting their deaths and state counts may not include those who died without ever being tested, the toll in nursing homes is believed to be seriously underestimated. The Centers for Disease Control & Prevention (CDC) will track infections using a questionnaire requiring collection of information on deaths as well as confirmed and suspected cases, including among workers. Nursing homes will also now be required by the CDC to tell patients and family members within 12 hours of a confirmed infection. Federal surveillance of outbreaks at nursing homes will be important for re-opening the country since infections in the homes could be early predictors of spread in communities.

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 July eNewsletter is Wednesday, June 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).