



# NFBPWC NEWSLETTER

November 2020 Issue



UNITING AND ADVOCATING FOR WOMEN

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**Submission Deadline for the December eNewsletter is Tuesday, November 24th at 5:00 pm Mountain Time**

## Upcoming Events

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



## About NFBPWC

Develops the business, professional and leadership potential of women.

### Our Mission

*The National Federation of Business and Professional Women's Clubs (NFBPWC) develops the business, professional and leadership potential of women at all levels.*

### Objectives

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

### Focus Issue for 2020-2022

*Diversity and Inclusion*

### Contacting your NFBPWC Executive Committee (2020-2022):

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

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

### Standing Committees:

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

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

### Public Relations, POSITION OPEN

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

### Special Committees/Taskforces:

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

### Fundraising/Grants - POSITION OPEN

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

### Rapid Response - POSITION OPEN

Website, Lea-Ann W. Berst, North Carolina

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



## President's Message



By: Megan Shellman-Rickard

November 2020 will mark a moment in history as we cast our ballots in the midst of a global pandemic. As your president, I have urged each member to consider our legacy and our future as you vote. We are a nonsectarian, nonpartisan organization with a compelling sense of values reflected in our mission, objectives, and advocacy platform. Many of us have been able to vote early: in person, by mail, or by ballot dropbox. Others are sharing their plans to vote on election day. It is an honor to be serve a membership that overwhelmingly participates in our country's democratic process. We are stronger together and we have the capacity to make difference by making our voices heard and votes counted.

NFBPWC has worked hard to provide you with tools to learn about the people on your ballot and what their stance is on the ERA and other important issues. If you haven't voted already (only days remain!) you can see who/what will be on your ballot and find out where they stand on issues that are important to you and that support the mission of our organization. <https://www.nfbpwc.org/advocacy>

After election day we need to continue our momentum and enthusiasm. It is imperative that we nurture every area of our organization to enhance our relevancy in the business and professional world. NFBPWC has a dedicated Executive Committee and Board of Directors who have hit the ground running to accomplish the following goals:

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

Addressing the first goal, your Board of Directors voted on and unanimously approved the 2020-2022 Focus Issue: Diversity and Inclusion. As president, I created a Diversity and Inclusion Special Committee to serve for the remainder of my term. I am honored to announce that Sher Singh's, California Federation of Business and Professional Women's Downtown Sacramento Chapter, nomination to be the Chair of this special committee was unanimously ratified by the Executive Committee. Ms. Singh's experience and guidance will be of immense value as we move forward with our focus issue. We look forward to growing together with intention and purpose as we continue to address this complex issue.

Looking back to the September newsletter, I requested that we all reflect on our mission statement: *The National Federation of Business and Professional Women's Clubs develops the professional, business, and leadership potential of women at all levels.* In October I challenged every member to study our NFBPWC Advocacy Platform (LINK HERE: <https://www.nfbpwc.org/resources/SEPT%202020%20DOCUMENTS/Advocacy%20Platform%20-%20NFBPWC%202020-22.pdf>).

November offers us the opportunity to be introspective as we journey toward the winter solstice and days become shorter in the Northern Hemisphere. Take a moment. Light a candle, as many of us have during our candle lighting ceremonies with NFBPWC and BPW International. How do you feel you can bring your own personal light to this organization? What speaks to you about our mission as an organization? When you read the advocacy platform, what items sparked your interest?

As we progress, each member has an opportunity to provide input and to find their unique path in this organization. We are a brilliant community filled with passion and tenacity. This is an opportunity to develop our potential in a safe and welcoming space. My hope is that our members to continue to bring ideas, projects, and their own light forward. The enthusiasm and participation exhibited by our members over the last 3 months is inspirational. I ask that each of you take a moment to reach out to me and connect: [president@nfbpwc.org](mailto:president@nfbpwc.org). Let me know how I can help you make a difference for NFBPWC and working women across the country.

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

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

## 1<sup>st</sup> Vice President Membership News



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

Dear BPW Sisters:

This is such an exciting time for NFBPWC as we establish our place as one of the leading national organizations for business and professional women, making membership in our organization essential for women at all levels of their careers. Because of the exceptional value associated with membership in NFBPWC, we want to challenge our members to help build our member base by introducing friends, families, and colleagues to our esteemed organization.

### **"BE ONE, BRING ONE" MEMBERSHIP CAMPAIGN**

As we step into November, and move closer to Thanksgiving, this is the perfect month to share the gratitude and thankfulness of our BPW membership with other professional women. We urge all members to bring ONE prospective 'sister' into our BPW family, sharing the benefits of advocacy, education, networking, and mentorship. If each of our BPW sisters brings just one new member, **we will double our national membership in just one month.** Throughout the month, we will be sharing dual member spotlights, celebrating our current member, and welcoming our new sisters.

We all play a role in the shaping of the future. Let's join together to introduce our valuable organization to women across the country. They will undoubtedly be *thankful!*

### **MEMBER SPOTLIGHT & NEW MEMBER SHOWCASE**

Please visit our NFBPWC website ([www.nfbpwc.org](http://www.nfbpwc.org)), log in and update your profile. We have added new questions to help us get to know our fellow sisters. By answering your questions, you allow us to create targeted programs and value-added services which will provide you with unique, focused value. We will be posting member spotlights throughout the month so that we can get to know one another in chapters across the country.

Until next month, be stay well and safe!



## Member and New Member Spotlights

# Member Spotlight

**AFFILIATION:** NC AFFILIATE, VIRGINIA DARE BPW  
SANFORD BPW

**BUSINESS:** Cady CPR Solutions – Your resource for CPR and First-Aid Training; JCPC, Dare Community Challenge, Early Childhood Education Committee

**BIRTHDATE:** January 20<sup>th</sup> (every 4 years I get a new president, whether I want one or not)

**HOBBIES:** Yardwork, cleaning, decluttering, taking up needlepoint and knitting,

**INTERESTING FACTS:**

- ★ I was awarded the first Governor's medal for volunteers for NC in 2012
- ★ I married my boss 31 years ago

**MARSHA'S WORDS OF WISDOM:**

*"Never say never"*



MARSHA RIBNER-CADY



KAREN KORPONAI

## WELCOME TO NFBPWC

### BPW SOUTH FLORIDA

- MANAGING PARTNER, AKON GLOBAL
- CEO, KONSCIOUS CONSULTING
- DIRECTOR OF SUSTAINABILITY, STP CAPITAL PARTNERS
- AMBASSADOR, GLOBAL CITIZEN FORUM
- AMBASSADOR, GLOBAL BLOCKCHAIN BUSINESS COUNCIL

#### Getting to know Karen:

Hobbies: Yoga, Sustainability, Travel

Words of Wisdom: "Lead from the Heart"

[WWW.KARENKORPONAI.COM](http://WWW.KARENKORPONAI.COM)



## Momentum Club | Virtual Club | NFBPWC Benefits

### Momentum Club:

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

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

### NFBPWC Virtual:

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

### Which NFBPWC Benefit is most valuable to you?

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

Please email Larisa Miller, 1<sup>st</sup> VP of Membership, with any questions about the opportunities available to all members and share with us which membership opportunity holds the most value to you.

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

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

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

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

## 2<sup>nd</sup> Vice President Advocacy Report



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

Well folks, the debates are in the books (not without some controversy), and by the time this goes to print, Election Day will be hours away. It would be an understatement to say that

this campaign season has been unprecedented, but then again, so has most of 2020 thus far.



One very encouraging thing to see is the incredible interest and engagement in voting. In fact, early voting in the 2020 presidential election is on pace to shatter records and may very likely, transform the way we Americans cast ballots for years to come.

As of October 24th, at least 52 million voters had cast ballots. According to Michael McDonald, an Associate Professor of Political Science at University of Florida who specializes in elections, and the U.S. Elections Project. This number accounts for more than a third of the total number of votes cast in the 2016 presidential election. Another staggering statistic.....with the 6.3

million votes cast the state of Texas surpassed 70% of its total 2016 voter turnout.

Listed here are states that have surpassed 1 million votes at the time of this writing:

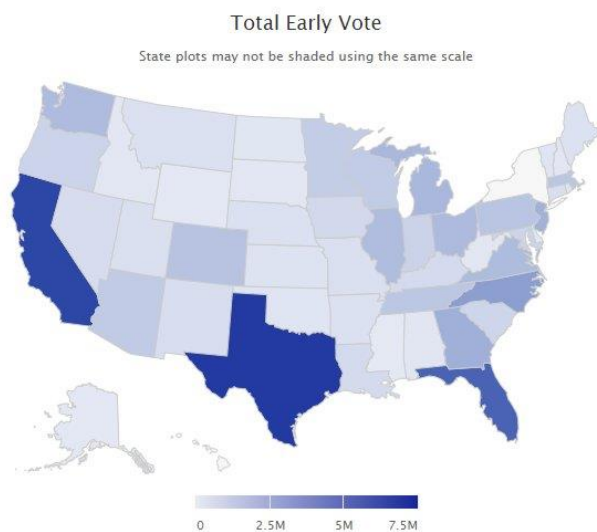
- Texas (Over 6.8 million)
- California (Over 6.3 million)
- California (Over 6.3 million)
- Florida (Over 5.2 million)
- North Carolina (Nearly 3 million)
- Georgia (Over 2.3 million)
- New Jersey (Over 2.3 million)
- Michigan (Over 1.9 million)
- Virginia (Over 1.8 million)
- Washington State (Over 1.8 million)
- Ohio (Over 1.8 million)
- Illinois (Over 1.8 million)
- Colorado (Over 1.5 million)
- Tennessee (Over 1.4 million)
- Pennsylvania (Over 1.4 million)
- Massachusetts (Over 1.4 million)
- Wisconsin (Over 1.3 million)
- Arizona (Over 1.2 million)

Perhaps most exciting is the early data on young voters. The numbers for early voting youth are higher than the numbers from 2016 and 2018. This makes me say that the future looks bright! It is better for us all when everyone's voice is heard. We are not without some challenges in voting but I truly feel this level of engagement from each demographic is more than a phase and is just the beginning of an awakened and activated electorate who are genuinely working to be the change they wish to see; and this, this is a good thing!



Total Early Votes: 56,023,324 • Mail Ballots: 38,559,553 • In-Person Votes: 17,463,771

Note: Some states do not differentiate between mail ballots and in-person votes.



But we must remember, November 4<sup>th</sup>, regardless of the outcome, our work is not done and, in many ways, will just be beginning. Either way, we're in for the long haul!

### OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:**  
OPEN
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh

- **Book Club Director:** Dr. Kaea Beresford
- **LGBTQ+ Leads:** Dr. Chanel Heermann and Sue Oser
- **Education Director:** Evie Hudak
- **Voting Rights/Elections Leads:** Armen Yedalya, Esq. and Ashley Maria

*Additional Support from:*  
Sharon Simmons - HUD issues,  
Juelle-Ann Boyer - ERA/Human Rights,  
Rita Smith - Violence Against Women,  
Monica Monroe - Diversity & Inclusion,

Social Justice, Linda Wilson - ERA, Employment Rights, Immigration, et. al

### ALSO OPEN:

*Will be working with UN Chair:*

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

## Equal Rights Amendment Report by Nancy Werner

### NOW IN THE FIRST CIRCUIT COURT OF APPEALS

What has happened next in the ongoing story of the Equal Rights Amendment has taken another turn. We had hoped that the United States Supreme Court would provide us an answer, but it did not. We are now watching the next news to come from the First U.S. Circuit Court of Appeals in Boston by the end of the year.

"Justice delayed shall not be justice denied," shared the Equal Means Equal President Kamala Lopez. "American women are in the fight of their lives, whether they are cognizant of it or not." What we are witnessing now goes beyond "rolling back" women's rights and heads directly into territory that seeks to take from women their agency as human beings; their power to do.

The case now goes back to the First Circuit where we will be asking the court to reverse the lower court's decision and issue a ruling making clear that the ERA is now the 28<sup>th</sup> Amendment to the Constitution and women are duly

equal citizens for the first time in history. Wendy Murphy, Legal Counsel of Equal Means Equal, shared that some of our foremothers gave up when things got tough. But that will never happen with our Equal Means Equal.

Equal Means Equal will not stop until the job is done. There were eighty diverse organizations, representing women, veterans, ethnic minorities, organized labor, faith-based organizations, mayors, the philanthropic community, along with businesses that supported the amicus petition. Our NFBPWC was one of these eighty. We are in this for the long haul and are looking to add more organizations in this critical fight for women's equality shared attorney Arlaine Rockey from EQE.

By: Nancy Werner, ERA Director, NFBPWC

## From the Desk of the Secretary



By: Barbara Bozeman  
Secretary, NFBPWC 2020-2022

**Thank you to all who updated their profile between  
September 19<sup>th</sup> and October 15<sup>th</sup>.**

**With 79 participants,  
the Wheel of Numbers was spun on October 17<sup>th</sup>.**



**Kaea  
Beresford  
(Colorado Virtual Club)  
has earned \$100  
and  
\$100 for her club**

The winning number was selected using “wheelofnames.com”  
a great tool for making random selections

## NFBPWC Young BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!



Meet Caroline Rakus-Wojciechowski! Located in Brooklyn, New York, Caroline is a member of the New York City NFBPWC chapter.

**Caroline Rakus-Wojciechowski** graduated from Harvard College in 2018 with a B.A. in Anthropology, a completed pre-medical track, a secondary field in human evolutionary biology, and a

language citation in Spanish Language and Literature. She is originally from Lindenhurst, NY. She is currently a Global Goals Ambassador for Sustainable Cities and Communities, a GPODS (Global Policy, Diplomacy, and Sustainability) Fellow, and serves as the Chief Partnership and Innovation Officer for the Youth Sustainability Development Conference 2021: Pan-African Edition

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

My goal is to be a sustainability and development consultant for the United Nations, universities, and businesses. This means I would be able to use my practical and applied knowledge of creating sustainable communities and development programs on a Global Scale and use it to teach and empower young people, facilitate intergenerational conversations, and most importantly, empower communities to implement their own sustainable development programs. I am currently developing Taita-a sustainability consulting firm, where I will be serving as co-CEO. I also serve as Chief Partnership and Innovation Officer for the YSDC 2021: Pan-African Edition. These programs are dear to me because they have allowed me to empower communities to invest in

youth potential through education, incorporate those left furthest behind into the intergenerational hierarchy of the job market, and to create sustainable solutions of their own.

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

BPW found me- I graduated from Harvard, so naturally, after graduating, I was enrolled in the Harvard Club of NYC membership. It was there that I met Francesca Burack, President of the NFBPWC-NYC and powerhouse of a woman. She became a mentor and friend to me and inspired me to join this great organization with her passion. I think she is one of the most devoted people to this organization and has contributed a font of knowledge and effort in making it an incredible community for women. I enjoyed being the Communications and PR Chair and my one-on-one meeting with Francesca the most so far!

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

If you know or need anyone to consult on strategizing a development program or sustainable solution, whether for a person or business, please put them in touch with me. Also, as I'm developing my first business, putting me in touch with anyone who has experience in developing their own business in consulting or nonprofit would be greatly appreciated.

You can read MORE from Caroline's interview here: [https://www.nfbpwc.org/BPW\\_Blog/9318683](https://www.nfbpwc.org/BPW_Blog/9318683)

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

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



@YoungBPWUSA



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





## Environment and Sustainable Development Committee



### The Growing Threat of Wildfires and Steps You Can Take to Help

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

Wildfires, a natural part of life in many parts of the United States, were typically expected during the annual wildfire season, which started around May and ended by September or October. Until recent years, with some tragic exceptions, the fires tended to happen in uninhabited areas and remain largely under control. Not anymore.

As many in the western part of the country would tell you from experience, wildfires have become larger, more intense, more frequent, and more prolonged. In California, the phrase “wildfire season” has become almost obsolete as the fires are raging year-around. Between the beginning of the year and early September, over 3.2 million acres of land—an area close to the size of the entire state of Connecticut—burned in California. Colorado is having a record-setting wildfire season in late October, which is normally the end of the wildfire season.

The lack of forest management in wildfire-prone areas, many of which are protected national forests, is a part of the problem, but there are other important factors. For one, the western U.S. has been experiencing a severe drought (Figure 1). This has been caused by growing water demand, less rainfall and snow, and rising temperatures (Figure 2). Climate change is a root cause of the trend toward more frequent and severe droughts. One of its effects is the lower moisture level in the soil, which translates to drier

trees and plant species reliant on that soil. This turns heavily planted areas such as forests into potential tinderboxes filled with dry bushes and shrubs at greater risk of burning.

The dire consequences of wildfires reach beyond those directly affected by losing their homes, possessions, and loved ones. In parts of California and Oregon, the air quality index has shot up to over 600 because of the fires. To put that into perspective, the average air quality index in 2019 in Delhi, Indian, which arguably is one of the most polluted cities in the world, was 98.6. The threats to people’s respiratory health this poses is grave, especially during a pandemic that is known to degrade respiratory systems.

PG&E, one of the biggest electric utility companies that serves over 16 million customers in northern and central California, announced its plans to shutoff power in over 360,000 homes and businesses in late October—the fifth time such a decision was made this year. The shutoffs are aimed to prevent worsening the on-going wildfires by removing the risk of downed electric wires during a powerful windstorm. Being plunged into darkness for wildfire safety is starting to become routine.

So, what can we do? First, learning about wildfires and the interconnectedness of their causes—including forest management, water use, and the rising temperatures and changing precipitation patterns caused by climate change—and sharing that information with others is important because solutions will require changes in behaviors and policies. Communicating the risks with people you know, including your elected leaders, and encouraging them to take steps to conserve water is imperative. Contributing less to products and activities that generate greenhouse gas emissions would help address the

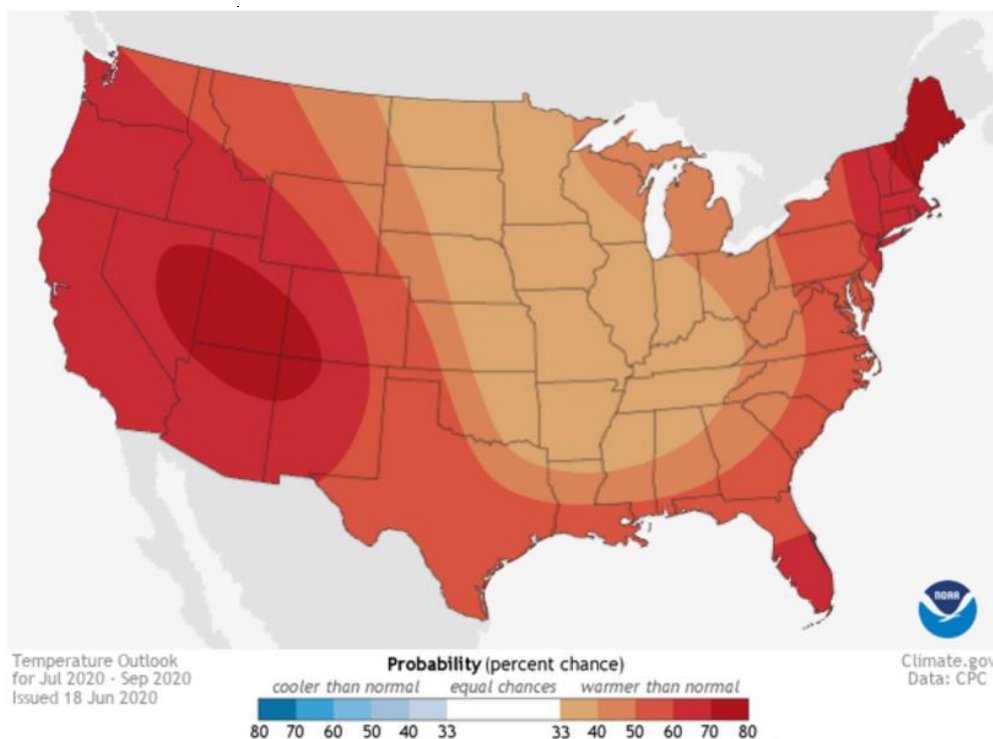


**Bring Back the Pollinators** by Marikay Shellman  
Leave the leaves! By keeping a layer of leaves on your lawn & using the rest of leaves to mulch trees, shrubs & garden, you’re creating nesting sites for native bees, bumblebees & other pollinators. The leaves also help keep moisture in the soil.

root of the problem, which is the trend of heatwaves and droughts due to climate change.

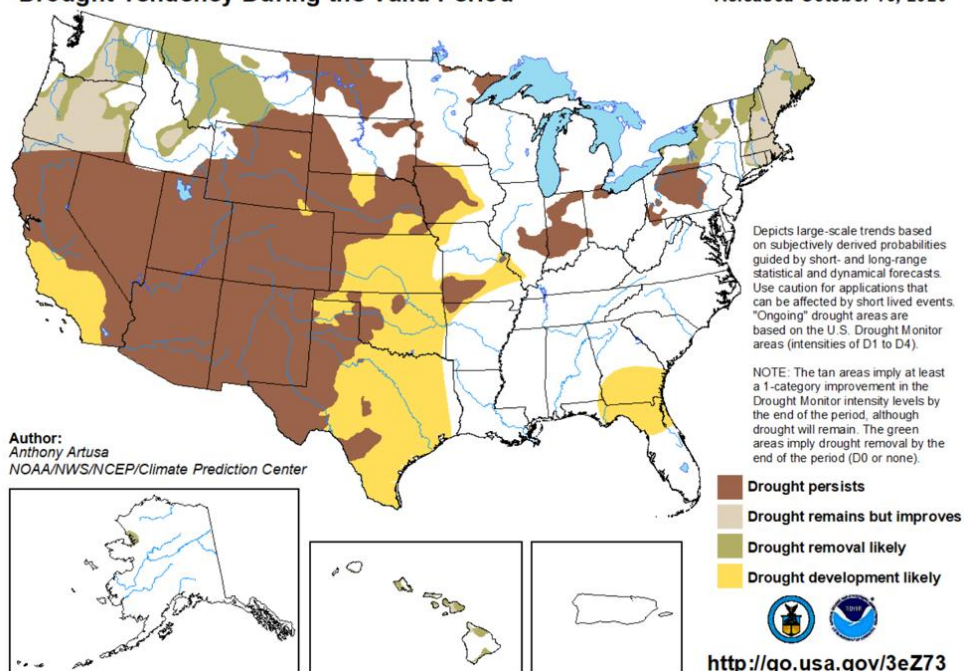
To be ready for wildfires, here are some resources for [making an emergency plan](#) and [packing a “go-bag”](#). Also included here is a piece of advice from Marikay Shellman, a valued member of the Environment & Sustainable Development Committee and an avid gardener/rancher, on something simple you can do to help keep more moisture in the soil while helping pollinators thrive (more on pollinators later).

If you want to share any of your ideas, tips, or feedback, we’d be happy to hear from you, at: [environment@nfbpwc.org](mailto:environment@nfbpwc.org).



### U.S. Seasonal Drought Outlook Drought Tendency During the Valid Period

Valid for October 15, 2020 - January 31, 2021  
Released October 15, 2020



**Figure 1 (above):** Many areas under threat from wildfires fall in the zones with persistent or developing drought conditions.

**Figure 2 (left):** Many areas under threat from wildfires fall in the zones with rising temperatures.

## Health Committee Report

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

I am pleased to announce the revival of NFBPW's Health Committee. Needless to say, as a new chair, taking on Health Committee during this time seems quite the undertaking especially as health continues to remain in the spotlight as COVID-19 carries on. I was advised to read the NFBPW Health Equity and Justice Platform. An excellent idea, I thought to myself—as I started reading, I took a deep dive into all the Advocacy Platforms. I started connecting each of the bullet points to health (physical, mental, and social well-being, an abridged definition from the World Health Organization). For instance, access to affordable and attainable housing which a lack thereof

could yield exposure to toxins like asbestos, lead, black mold. Equal education opportunity, whereas women who have attained higher education are far less likely to use tobacco. Access to equal opportunities in the workplace, might do wonders for mental health of many women in the workplace. The point is health lies within all our advocacy platforms. Health is interconnected. This is why it is so important that when discussing health, we build a robust committee of diverse individuals with expertise in a wide variety of different disciplines. I encourage all of you who might be interested in joining Health Committee, to reach out to me: [health@nfbpw.org](mailto:health@nfbpw.org), whatever your special interests are, your occupation, or volunteer work—I guarantee we can connect it to health and you will be an asset to the committee and our discussions.





## Lifelong Leadership & Learning (L3) Committee Report

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC



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

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

Contact Kathy Kelly, at [L3Chair@nfbpwc.org](mailto:L3Chair@nfbpwc.org) for more information or to schedule a webinar for your organization.

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

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

Your L3 Certified Facilitators are standing by!

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

### Expertise wanted!

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

## United Nations Report

By: Susan O'Malley, IFBPWC UN Representative

### Updates on NGO CSW Forum 65 March 7 (Consultation Day) March 8-19 NGO CSW Forum 65

The NGO CSW Forum 65 will be organized on a powerful virtual platform that will be capable of doing many things. Being virtual also means we can have much more global participation.

**Priority Theme:** Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls.

[Look at UN Women's website under CSW65/Preparations for Expert Papers on the Priority Theme.]

**Review theme:** Women's empowerment and the link to sustainable development.

**The 7 NGO CSWs** (New York, Africa, Asia Pacific, Arab MENA, Latin America and the Caribbean, Geneva and Vienna) are organizing the events. Consultation Day will be staged from several regions.



SUSAN O'MALLEY PICTURED WITH PHUMZILE MLAMBO-NGCUKA, EXECUTIVE DIRECTOR OF UN WOMEN, UNDER-SECRETARY - GENERAL OF THE UNITED NATIONS

**The Parallel Events Application** will open on November 16. It is encouraged that events be on the

priority or review themes, but it is not necessary. They should be related to the Beijing Platform for Action or the Action Coalitions. See NGO CSW/NY website. PARTICIPANTS WILL SCHEDULE THEIR EVENTS FOR THE DAY AND TIME THAT WORKS FOR THEM.

In addition to the schedule of Parallel Events, on the virtual platform, there will be a **Virtual Artisan Marketplace, Advocacy Trainings, Conversation Circles, a Digital Handbook** posted a few weeks before CSW with the schedule, ads and a list of sponsors, a **Virtual Reception, the Consultation Day Program and a virtual exhibit hall.**

#### Fees:

1. The NGO CSW 65 Forum is free for all to attend.
2. To register as a delegate and access the platform before the Forum costs \$25 or \$50, according to what you can afford.
3. **To host a parallel event costs \$100.00.**
4. To have an ad in the digital handbook and become a sponsor costs \$500.00. The organization's logo and link to its website will be included.
5. An exhibition booth costs \$1,000.00.

The latest on postponed Beijing + 25 meetings:

**The Mexico City Forum** is scheduled for March 27-30 and is most likely a hybrid virtual and in person meeting.

**The Paris Forum** is in June but as of yet has no set date. It too will probably be a hybrid meeting.

Feel free to email me with any questions:  
Susan O'Malley,  
[unchair@nfbpwc.org](mailto:unchair@nfbpwc.org)



## Digital Training Committee Report

By: Marsha Riibner-Cady  
Digital Trainer, NFBPWC

The digital training committee has been busy designing checklists and updating training protocols for the website and the use of the NFBPWC Zoom account.

With the help of Barbara Bozeman, NFBPWC Secretary, we developed a checklist for people who will be using the NFBPWC zoom account. We want you to be successful in the meetings that you host on Zoom. There are a lot of YouTube videos for you to review. You can also spend a few minutes with Barbara, Judy, or Marsha before your next meeting on Zoom. Thank you to Linda Wilson who is now a NFBPWC Zoom approved user after completing our training.

Who is Judy? Judy is a member of the Downtown Sacramento Capital Club in California. Judy Bell has graciously agreed to assist as a member on the Digital Training Committee. She is a retired Clinical Laboratory Scientist (also the field Marsha worked earlier in her career, it is a match made in heaven, or at least in the laboratory!) We look forward to working with her and thank her in advance for her time to help our members understand Zoom and our website.

We want to help you to become comfortable with Zoom.

Please reach out at [digitaltraining@nfbpwc.org](mailto:digitaltraining@nfbpwc.org).

Thank you

## Social Media Committee Report



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

For your convenience here are the links to our social media sites, they are also found on each page of the website and listed in the newsletter monthly:

Facebook:

[https://www.facebook.com/NatlFedBPWC/?view\\_public\\_for=670209763134355](https://www.facebook.com/NatlFedBPWC/?view_public_for=670209763134355)

Twitter: <https://twitter.com/nfbpwc>

LinkedIn: <https://www.linkedin.com/company/national-federation-of-business-and-professional-women's-clubs/?viewAsMember=true>

YouTube: [https://www.youtube.com/channel/UC2l\\_ciLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciLyvbu1dbBOsV9Tg)

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

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

1. Any member in good standing can post to the NFBPWC social media accounts.
2. Please ensure that your post is positive, respectful, and follows the NFBPWC mission, objectives, and advocacy platform.



Posts should be nonpartisan. **non·par·ti·san**  
/ˌnänˈpɑrdizən/

adjective: **non-partisan**

1. not biased or partisan, especially toward any particular political group.  
"senior civil servants are nonpartisan and serve ministers loyally irrespective of politics"
3. Remember to include the 5 W's: Who, What, When, Where, and Why. Don't forget How!
4. If you are unsure of how to post or if the content of your post is appropriate, contact [socialmedia@nfbpwc.org](mailto:socialmedia@nfbpwc.org).

### Ideas for November posts and activities. November is the for:

Diabetes Awareness, Career Development, Child Safety Protection, International Drum, National Adoption Awareness, Caregivers Appreciation, National Epilepsy Awareness, National Model Railroad, National Novel Writing, Native American Heritage, Peanut Butter Lovers, Real Jewelry, National Sleep Comfort.

### Specific Weeks themes

1st Week is Chemistry Week

3rd Week is Game and Puzzle Week

### Daily themes please post your activities, thoughts, or ideas!

1<sup>st</sup>

All Saint's Day <http://www.holidayinsights.com/christian/saintsday.htm>  
Los Muertos Days <http://www.holidayinsights.com/other/losmuertos.htm>  
World Vegan Day <http://www.holidayinsights.com/moreholidays/November/world-vegan-day.htm>  
Daylight Savings Time ends

2<sup>nd</sup>

All Souls Day <http://www.holidayinsights.com/christian/soulsday.htm>  
Plan your Epitaph Day <http://holidayinsights.com/moreholidays/April/planyourepitaphday.htm>

3<sup>rd</sup>

Election Day...VOTE, show us your I voted sticker!

4<sup>th</sup>

Men Make Dinner Day <http://www.holidayinsights.com/moreholidays/November/men-make-dinner-day.htm>

6<sup>th</sup>

Book Lover's Day <http://www.holidayinsights.com/moreholidays/August/bookloversday.htm>  
Who is your favorite author?

9<sup>th</sup>

World Freedom Day <http://www.holidayinsights.com/moreholidays/November/world-freedom-day.htm>

10<sup>th</sup>

USMC Day <http://www.holidayinsights.com/moreholidays/November/usmcday.htm>

11<sup>th</sup>

Veterans Day <http://www.holidayinsights.com/other/veteran.htm>

12<sup>th</sup>

Elizabeth Cady Stanton's Birthday <https://www.womenshistory.org/education-resources/biographies/elizabeth-cady-stanton>

13<sup>th</sup>

World Kindness Day  
<http://www.holidayinsights.com/moreholidays/November/worldkindnessday.htm>

14<sup>th</sup>

Hindu Diwali Day <http://www.holidayinsights.com/moreholidays/October/hindu-dilawi-day.htm>  
World Diabetes Day <http://www.holidayinsights.com/moreholidays/November/world-diabetes-day.htm>

16<sup>th</sup>

International Tolerance Day <http://www.holidayinsights.com/moreholidays/November/international-tolerance-day.htm>

17<sup>th</sup>

World Peace Day <http://www.holidayinsights.com/moreholidays/November/worldpeaceday.htm>

20<sup>th</sup>

Universal Children's Day <http://www.holidayinsights.com/other/children.htm>  
National Adoption Day <http://www.holidayinsights.com/moreholidays/November/adoptionday.htm>

26<sup>th</sup>

Thanksgiving <http://www.holidayinsights.com/tday/index.htm>

We look forward to seeing your posts!

Sue Oser and Marsha Riibner-Cady

Social Media Co-Chairs

[socialmedia@nfbpwc.org](mailto:socialmedia@nfbpwc.org)

## Website Committee Report

By: Lea-Ann W. Berst  
Chair, Website Committee, NFBPWC

A. We're in the process of transitioning the NFBPWC State affiliate webpages to a new and consistent-looking format. Thank you to NFBPWC/NC for being the first state to transition! Take a look at how it turned out: <https://www.nfbpwc.org/North-Carolina>.

B. **Calling all state affiliate Leaders!**

I'll be transitioning your webpage in the coming month. In order to make this page much more informative and useful for you, please email content to me so that I can better populate your State page. See the template here: <https://www.nfbpwc.org/Arizona> to have an idea of how it can look like.

HOME ABOUT ► ADVOCACY ► YOUNG BPW EVENTS SPOTLIGHT ► JOIN US CONTACT US



### WHAT WE DO

NFBPWC develops the professional, business and leadership potential of women at all levels.

### MEMBERSHIP

NFBPWC members are part of a global community of women linking over 30,000 members in 110+ countries worldwide.

## ARIZONA


UNITING & ADVOCATING FOR WOMEN

### CONTACT US

Arizona contact information



### Latest News & Event Announcements!

- headline and short description** (with link to your website or facebook post or linkedin post)  
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- 
**headline and short description** (with link to your website or facebook post or linkedin post)  
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- headline and short description** (with link to your website or facebook post or linkedin post)  
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We can populate it with a ton of info if you do not have a page of your own – or less if you do. Please send me additional content so that we can improve your page!

What to send:

1. **Contact** information for your state organization
2. **Social media** links for your state organization
3. Content for the **News & Events** area. This area allows for pictures and links to be added in this space. Like... Welcome New Member...Don't forget to vote...Arizona virtual meetups every Thursday...
4. **A headline** of your choosing – and the content to go under it. Like...Our Programs...Leadership Team...Letter from the President



5. **Image area:** pictures or meme's you'd like to populate onto your page. This area helps others to visually see what you're up to!
6. **Bottom menu area.** At the bottom of the page there is a space to add additional links/forms/survey links/scholarship application/membership forms.

The process moving forward: States will send me the content you'd like to add to your State page and I will then add it for you. Then, I will teach you how to update the content yourself so that you have the freedom to change the page on your own!

### C. **Calling all Members!**

Did you know we have a Member Spotlight webpage to recognize the amazing stories and achievements of our members? It offers members an opportunity to share their story with colleagues, inspire other professionals, and fast-track the support our members need to succeed in their careers. We will be featuring one member per month in our newsletter and on our social platforms to showcase just how great our members are!

Check out what your sisters are up to: <https://www.nfbpwc.org/spotlight!>

Please submit your amazing news and achievements via the Member Spotlight form here: <https://www.nfbpwc.org/Member-Spotlight-Form>.



### About 2020....

*Jon Bon Jovi sang  
You do what you can  
We are all survivors  
No matter who we are on this land  
COVID, BLM, and the list goes on  
A new decade for us to reflect on and upon  
For its not wrong to be scared  
Its not wrong to cry  
While we continue to live while great legends die  
We need to get over it like  
Sharon Osborne reminds us on The Talk  
We gotta keep going like RBG  
And keep on that walk  
If we respect each other  
We can move forward in diversity together*

Susan E. Oser, BPW/Michigan; NFBPWC Virtual Secretary, V.P.  
Membership for Michigan...and other titles.



# State Federation & Clubs News

## NFBPWC Arizona

### Executive Committee 2020:

Theresa Dolan                      President

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

## NFBPWC California Federation

### Executive Committee 2020-2021:

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

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

By: Lynn Brandstater, President, CFBPW California



Fall saw District conferences and award programs held virtually to keep members healthy and safe. Sierra Mar District educated members (*pictured left*) how to recognize and combat Covid related stress thanks to Kaiser Permanente's Doctor of Social Work Uche Asioder.

Valley Sunset District presented a program to look at the intersection of racism and sexism. Black panelists Raye Keene, Marty Reynolds, Kimberly Kelley, Dr. Schannae Lucas, Emani Kelley, and Ted Bagley shared their experiences

of racial discrimination and challenged members to examine their own biases.

The Hollywood club celebrated National Businesswomen's Week and Hispanic Heritage Month by honoring four sisters, Ana Maria, Monica, Patty, and Lilia Garcia. All are outstanding public servants in various levels of California and Los Angeles government.

The East Los Angeles-Montebello club recognized Michelle Freridge, Executive Director of the Asian Youth Center as its 2020 Woman of Achievement.

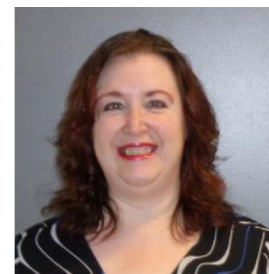
Burbank member Janet Diel was selected as one of Business Life Magazine's Women Achievers. Immediate past National President Sandy Thompson is the BPW representative to the magazine's panel discussions held virtually. This event has become a hallmark for businesswomen in the east valley area of greater Los Angeles so it is a truly special recognition.

California continues to Advocate, Believe, and Communicate!

## NFBPWC Colorado Federation

### Executive Committee 2020-2021:

Kathryn Wallace	President
Evie Hudak	1 <sup>st</sup> Vice-President
Chanel Heermann	2 <sup>nd</sup> Vice-President
Sara Bastani	Recording Secretary
Cynthia Wieme	Treasurer



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

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

BPW Colorado will hold a special convention on Nov. 7, 2020, to update our bylaws. The proposed changes are in these areas:

- Allowing for virtual meetings and conventions.
- Adding the Immediate Past President to the Executive Committee.
- Clarifying which committees are permanent "standing" committees and which are "special" committees.
- Eliminating set numbers of members for committees.
- Eliminating term limits for officers and committee members.
- Making various clarifications and updates.

BPW Colorado has taken positions on 4 measures that will be on the Colorado ballot this year. Briefly, this is what they are:

- **YES on Proposition 118, Paid Family and Medical Leave** – BPW strongly supports paid sick leave and paid family and medical leave. Proposition 118 would implement a state-run family and medical leave program for up to 12 weeks of leave.
- **NO on Proposition 115, Prohibition on Late-Term Abortions** – BPW supports reproductive choice, with no exceptions. We believe that reproductive choice provides women the freedom to participate fully in the workplace, and that prohibition of any kind of abortion limits that freedom.
- **YES on Proposition EE, Tobacco and E-Cigarette Tax Increase for Health and Education** – BPW supports



health education funding for women's and girl's health issues. We also support adequate funding of public education, preschool through postsecondary. Colorado's teen vaping rate is the highest in the country, yet vaping and nicotine products are not taxed in the same way as cigarettes. Raising the price of tobacco and vape through Proposition EE will encourage users to quit, and it will discourage price-sensitive teens from ever starting. Revenue from Proposition EE will provide \$375 million for K-12 education over the next 2.5 years.

- **YES on Amendment B, Repeal Property Tax Assessment Rates** – BPW supports equal education opportunity, including adequate funding of public education, preschool through postsecondary. Without the permanent freeze on residential property tax assessment rates that Amendment B will provide by repealing the Gallagher Amendment, the rates will drop next year from 7.15% to 5.88% and cause a huge cut to funding for schools and local governments.

## BPW Colorado - Green News

By: Laurie Dameron, BPW Boulder Member

### Cars Idling

I was going to skip out on writing this month's "Green News" as I am 9 days into recovery from knee replacement surgery and need to focus on recovery but couldn't seem to give myself a break from writing this monthly article that I've been writing for ten years now. I must say though, each day the recovery process is just a tad bit better than the day before so I am optimistic!

Something that has been concerning me in the last couple of months is so often when I'm out and about I see cars parked idling. I assume since their windows are up they are running the air conditioner although temps have cooled off and in my opinion have been quite pleasant.

In the past I have knocked on a car window and tried as politely as I could to explain how hard this is on our air and planet. I have backed off doing such gestures in this time of COVID since I heard the news story about the man making a comment to another man about not wearing a mask and the other man pulled out his gun and shot and killed the man. Holy moly COVID is really taking a toll in more than one way!

I had written a "Green News" several years back about cars idling and I searched so that I could just share it again but I could not find it. What I do remember is I had a great conversation with a police officer in Aspen, Colorado as I had heard from my friend that lives there had informed me that in Aspen the police will issue a

\$100 fine (first offense) if they catch you idling for more than two minutes.

I had found out it's actually illegal here in Boulder, Colorado to leave your car idling while running into a store - it's called "puffing".

Any way I just googled it again and I found some great info on the website of the U.S. Department of Energy. They say:

"Idling your vehicle—running your engine when you're not driving it—truly gets you nowhere. Idling reduces your vehicle's fuel economy, costs you money, and creates pollution. Idling for more than 10 seconds uses more fuel and produces more emissions that contribute to smog and climate change than stopping and restarting your engine does.

Researchers estimate that idling from heavy-duty and light-duty vehicles combined wastes about 6 billion gallons of fuel annually. About half of that is attributable to personal vehicles, which generate around 30 million tons of CO2 every year just by idling. While the impact of idling may be small on a per-car basis, the impact of the 250 million personal vehicles in the U.S. adds up. For saving fuel and reducing emissions, eliminating the unnecessary idling of personal vehicles would be the same as taking 5 million vehicles off the roads." You can read more [HERE](#).

I know I'm repeating myself here again. We all need to be fighting climate change every day and there are so many simple things. So please be conscious of sitting in your car idling if your pulled over waiting for someone

if it's more than a couple of minutes. If it's not 90 degrees out or freezing cold please consider turning your car engine off while waiting for a train. Consider parking and walking into (if you're not elderly or have a disability) a fast food place instead of the drive-thru. (I understand some places only have drive-thru options because of COVID)

Even if you reduce your idling by a few minutes each day remember it makes a huge difference when multiplied by the number of folks who are reducing their idling too! And it will save you money!

Thanks for fighting climate change everyday to secure a future for our children. Stay well!

And here's where I left off from previous newsletters with Pope Francis' Encyclical Letter, *Laudato Si'*:

#### V. GLOBAL INEQUITY

51. *Inequity affects not only individuals but entire countries; it compels us to consider an ethics of international relations. A true "ecological debt" exists, particularly between the global north and south, connected to commercial imbalances with effects on the environment, and the disproportionate use of natural resources by certain countries over long periods of time. The export of raw materials to satisfy markets in the industrialized north has caused*

*harm locally, as for example in mercury pollution in gold mining or sulphur dioxide pollution in copper mining. There is a pressing need to calculate the use of environmental space throughout the world for depositing gas residues which have been accumulating for two centuries and have created a situation which currently affects all the countries of the world. The warming caused by huge consumption on the part of some rich countries has repercussions on the poorest areas of the world, especially Africa, where a rise in temperature, together with drought, has proved devastating for farming. There is also the damage caused by the export of solid waste and toxic liquids to developing countries, and by the pollution produced by companies which operate in less developed countries in ways they could never do at home, in the countries in which they raise their capital: "We note that often the businesses which operate this way are multinationals. They do here what they would never do in developed countries or the so-called first world. Generally, after ceasing their activity and withdrawing, they leave behind great human and environmental liabilities such as unemployment, abandoned towns, the depletion of natural reserves, deforestation, the impoverishment of agriculture and local stock breeding, open pits, riven hills, polluted rivers and a handful of social works which are no longer sustainable"*

[Read the entire Encyclical Letter.](#)

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

### YOU ARE A PART OF THE SOLUTION!!!

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

write to [WindchimeL@aol.com](mailto:WindchimeL@aol.com) Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>

Join a chapter of Business and Professional Women <https://www.nfbpwc.org>

## NFBPWC South Florida

### Executive Committee 2019-2021:

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

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

Presented By: Susan Gingerich, President, NFBPWC Florida

## September 2020

### Strategic Planning – Board Meeting

**Current COVID situation** – Member impact, community impact and club impact

#### **Creating Member Experiences for Service** – Virtual Career Day (Members share their Career

Experiences, Create a BPW library for 4 elementary schools and 1 disadvantage youth high school)

**Getting back to a New Normal** – resume meetings in a safe space, lost current spot, initiated new restaurant for meetings, outdoor seating meetings resumed September went indoors October, will be back to outdoors November, Set up new Board meeting time and place, getting speakers cued up

### September Member Meeting – September 14, 2020

**Welcome Back and Getting to Know YOU!** – Members ate and shared their experiences indoors during pandemic, Linda Thompson-Gonzalez, member and candidate for state senate was our guest speaker, she garnered support among members, was hosting an event to showcase a local artist who's work is against gun violence – which the club was a sponsor of the event, opportunities to assist with campaign and display signage for candidate.

**Announced Member Experiences for Service** – Offered Virtual Career Day and Solicited support among Members, members showed desire to “safely” engage in community service

**Gauged Member Participation in Upcoming Meeting Schedule** – members agreed to meet indoors next meeting due to low indoor patronage by restaurant, too hot still for outdoors, 12 in attendance (similar to March meeting when we were gaining attendance!), members so happy to finally meet.

## October 2020

### October Member Meeting – October 12, 2020

**Back to Basics** – Members ate and shared their experiences over the month, revisited our last March meeting initiatives, we celebrated International Women's Day, looked at our wall of inspiration and added commentary of how we would support women going forward (see photos), Commitments made from guests and members, talked about Virtual Career Day and how members are to share stories thru answering questions (questions sheet provided at meeting), members ready to support initiative, scheduling filming, discussed option to take on a sponsor – Celebrity Cruise Lines to have a cocktail party on board the Celebrity Edge Ship with all female crew, fundraiser discussed “Canvas and Cabs” Painting Party Oct 21 with all proceeds going toward BPW.





**Our commitments:**

**I want every girl to know that her voice can change the world!**

**I'll Value Women's contributions and achievements more**

**I will strive to keep an open mind about inclusion and do an "edit check" on my comments**

**Women belong in all places where decisions are being made – RBG**

**Mentoring women to open a business make ends meet, budget and create a financially sound business**

**I'll be sure to set an example for young women and girls**

**I will reflect on how my actions are perceived**

**October Board Meeting – October 26, 2020**

**Discussion:**

**Virtual Career Day – schedule members, committee lead,**

**Sponsorship Celebrity Edge and all female crew** (Captain Kate McCue, Maria Agius, Chief Officer, Rachel Arnold, First Officer, Angel George, Human Resources Manager, Maria Koliou, Chief Officer, Julie Sharrington Guest Relations, Cassandra May Mead, Third Officer, Lisa Lutoff-Perlo, CEO Celebrity)

**Reading with Rotarians and Friends – Virtual Reading online to children from ages 4 – 8**

**Mentoring Opportunities – SCORE, SBA and other outlets for assistance with small business creation**

**Jackson's Ice Cream Parlor Weekend Get Together – supporting Linda Udell Zakheim, owner**

**Open Positions – Secretary, Membership Vetting Committee**

## 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:

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

For more information about this club, go to: [www.NFBPWC-NYC.org](http://www.NFBPWC-NYC.org)

The NYC Affiliate Chapter held its Annual General Meeting, after several postponements, on October 17<sup>th</sup>, 2020. Outgoing President Francesca Burack led a very professional, tight event, graced by numerous guests including

- ❖ Yasmin Darwich, Immediate past-President of BPW International, and member of the NFBPW-USA.
- ❖ Liz Benham Past International President, Past National President, Past NYC President, and Founder of NYC affiliate.
- ❖ Bessie Hironimus, Past National President and present Executive Secretary for BPW International.

As well as:

- ❖ Dawne Williams, North America and the Caribbean Regional Coordinator for BPW International
- ❖ Megan Shellman-Rickard, President of NFBPW-USA

We are delighted to celebrate our new Board, which through its nature embraces diversity and inclusion, and is very ready to work with all our affiliate and federation chapters across the United States and with BPW International.



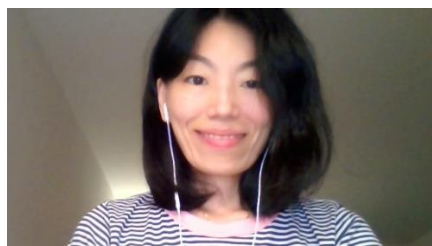
[President Nermin Ahmad](#), who was Treasurer and is a UN Representative focused on Sustainable Development and on Migration/Xenophobia. Through a career in resilience planning and community development, she helped communities heal, and people start frank discussions across the US, in Africa, Europe, Asia, and elsewhere.



1<sup>st</sup> Vice President Membership [Devika Gopal Agge](#), specialized in innovative public/private partnerships, she is focusing her energies and amazing superpowers as head of Development and Fund Raising for [Girl Be Heard](#)



2<sup>nd</sup> Vice President Advocacy [Neslihan Cakiroglu](#), an entrepreneurial executive leader, who is deeply engaged with women in Business, and recipient of the [World of Difference](#) Award



3<sup>rd</sup> Vice President Programs [Philippa Kim](#), who is deeply engaged in the transmission of knowledge and sustainable, innovative social impact. Recipient of numerous awards, she brings her eternally curious mind to our programming.



Treasurer Marlene Kwee, an architect, author of [Architecture of Meditation](#), is a deeply thoughtful individual, who asks us to question everything we see and hear, for its essential meanings.



Secretary [Voyka Soto](#), is a deeply committed educator, who presses for new forms of learning to be accepted in NYC schools that are inclusive of differences and celebrate diversity.

President Emerita [Francesca Burack](#), known to all of you, who will continue her indefatigable work on behalf of women in NYC City, NY State, and globally.

The wealth of programming and outreach spearheaded by our outgoing Board leaves us with a high bar of achievement to strive toward. The NYC Affiliate Chapter's She Talks on a range of subjects will continue, as will our initiatives to re-vitalize our local Young BPW Program.



The goals laid out for the coming year are to grow membership in NYC – 101 new members by 10/2021; to create a force multiplier for an existing organization by supporting them as we find our own project to invest our time and energy in; and to build our network across organizations communities to truly achieve incremental impacts at a time when women's rights are more under stress than they have been in years.

We look forward to working with each and everyone of you!

Nermin K. Ahmad

President NFBPWC-NYC Affiliate Chapter 2020-2021

## NFBPWC North Carolina

### Executive Committee 2018-2020:

Marsha Riibner-Cady	President
Barbara Bozeman	NBPWC-NC Momentum Club Liaison
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

We thank guests Marjory Hooper, Hannah Hughes, Ashely Maria, and Linda Wilson for attending our meeting on October 15, 2020. During our meeting Jo Naylor gave us a detailed presentation on Zoom. Barbara Bozeman also showed us some video links and how to use backgrounds and filters. It was a fun night with mustaches, lipsticks, and funny virtual hats. Thank you to Jo and Barbara.

During our meeting we had a tribute to long time BPW/NC member Barbara High-Tyre. Varnell Kinnin shared one of Barbara H-T's favorite quotes: "When you admire something about another woman, tell her. Get in the habit of lifting each other up!" Thank you Varnell for sharing this, Barbara H-T will be missed.

NFBPWC-NC was the first state page to be updated! Our Facebook link is there and you can also email us at [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com). Please visit us at: <https://www.nfbpwc.org/North-Carolina>

Visit this link to see 4 NC members in the spotlight on NFBPWC's page Hannah Hughes, Lea-Ann Berst and Ashley Maria (for Pioneers in Skirts) and Marsha! <https://www.nfbpwc.org/spotlight>

October was domestic violence awareness month. This link from the North Carolina Commission Against Domestic Violence was shared with us from the governor of NC. We hope none of us needs this information. <https://nccadv.org/get-help>



L-R: BARBARA HIGH-TYRE, MARY ALICE WELLS, BARBARA BOZEMAN

Our next meeting will be on November 19, 2020 at 8pm Eastern. We ask that everyone bring a recipe, memory or craft to share at our virtual meeting. Everyone is invited. Contact us at [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com) for Zoom details.

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

North Carolina hopes everyone continues to be safe and healthy.

## NFBPWC North Carolina – Chatham County Chapter

### Executive Committee 2020:

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

### "Sell the Sizzle"

A successful, Fun Event September 23rd we held our Sell the Sizzle event. Thank you to all those that came and bid on the items. Our sizzlers were so creative. We laughed and had so much fun.

We raised \$850 from the auction and raised another \$220 from monetary donations.

## Pennsylvania Affiliate Chapter

### Executive Committee:

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



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

By: Nancy Werner  
President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFBPWC has been a busy time for President Nancy Werner. She has been traveling to Districts 8, 5, and 11 with printed materials and information on the NFBPWC. She has been most appreciative of the District Directors for allowing her time speak at these meetings. October is always our busiest time of the year.

In late September, she traveled to St. Albans, VT to share information with the New England BPW Past State Presidents and the Vermont BPW. This past weekend, she attended the Ecumenical Services that were held near

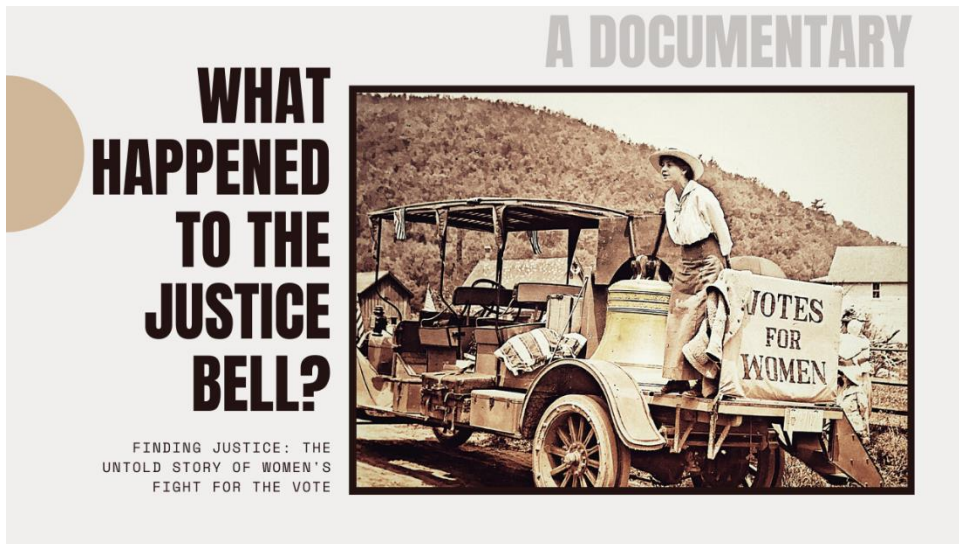
Steubenville, Ohio. For the past 39 years, Ohio and Pennsylvania have gathered to celebrate the NBWW. Next weekend she will be with our Maryland BPW sharing her Individual Development Program skills with their members. But she will also be bringing information on the NFBPWC. Trying to get the word out to everyone is no easy task but she will persevere.

President Nancy is also appreciative of the power point programs made by our leaders. Liz Benham, Past President, created a power point about the History of the NFBPWC and President Sandra Thompson created a power point about the 17 Sustainable Goals. Both power points provide substance as to the talking points of what NFBPWC has to offer.

The monthly E news in print is also valuable. Seeing a monthly review of what is happening in our Federations and Affiliates provides everyone a sense of a “national” and “international” presence. Thank you to Michele Guarino, our editor, for producing this excellent communication tool.

The PA Affiliate Chapter of the NFBPWC are enjoying wearing their new pins. Everyone is encouraged to wear them and share the news about our NFBPWC. We are now 20 members in number and hope that we continue to grow.

We are creating a new application for membership with our Treasurer Nancy Thomas. We wish to be current with the new name changes for the NFBPWC and the PA Affiliate Chapter of PA.



AMANDA OWEN, JUSTICE BELL FOUNDATION  
CHAIR

## Pennsylvania Advocacy Report

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

### 2020 CENSUS COUNT OVER—CONCERNS LINGER ABOUT ACCURACY:

**S.4571, the 2020 Census Deadline Extension** Act, bi-partisan bill, was introduced by Democratic Senator Brian Schatz of Hawaii, Republicans Senators Lisa Murkowski and Dan Sullivan of Alaska on 9/20/20 to extend the statutory deadlines for apportionment and redistricting by 120 days each and extend the Census data-collection timeline. No action has yet taken place on S.4571, but the U.S. Supreme Court has since ruled that the Trump administration could stop the Census Bureau’s enumeration activities more than two weeks before its previously scheduled deadline. According to a 10/16/20 Government Executive newsletter report, the Census count has been fraught with complications that advocates fear could result in an incomplete enumeration of the United States population. A lower court previously ruled that the President cannot leave undocumented immigrants out of this count, but the Supreme Court said it would review the Trump



administration's plan to exclude undocumented immigrants from the Census count used to determine how many United States House seats are given to each state based on population. Arguments in this case will be heard November 30, 2020. Common Cause census project manager Keisha Morris-Deser said, "One of the biggest concerns with the Census shutting down operations earlier is that millions of people may be left uncounted." Even though the Census count is over, experts say litigation over the Trump administration's handling of the Census is likely to continue. University of Wisconsin Milwaukee professor Margo Anderson, who has extensively studied the U.S. Census, noted that state and local governments have traditionally been able to challenge Census population counts after they are complete. Sociologist and demographics expert Andrew Beveridge, retired Queens College CUNY professor, said, "I think we are heading into a massive period of litigation or an attempt to fix it if there is a new administration," adding that if former Vice President Joe Biden wins the election, a new administration could push for another Census count. The Associated Press reported on 10/23/20 that despite the Census Bureau reporting more than 99.9% of the nation's households were reached, in a nation of 330 million people, the remaining .1% represents hundreds of thousands of uncounted residents. "Do not be fooled by the Census Bureau's 99% myth. If there was ever fake news, this is it," said Marc Morial president and CEO of the National Urban League, one of the civil rights groups that challenged the Trump administration's abbreviated Census schedule in court. How much time the Census Bureau has to crunch the numbers is still being fought in courts and in Congress. Civil rights groups and others are pushing Congress to extend the Bureau's deadline for turning in apportionment numbers for congressional seats from 12/31/20 to the end of next April 2021. "This Census isn't over," Morial said. "We will continue to fight in the courts, Congress and the court of public opinion." The National Federation of Business & Professional Women's Clubs has joined the American Association of University Women in supporting S.4571.

#### EQUAL MEANS EQUAL E.R.A. LAWSUIT SENT BACK TO APPELLATE COURT:

Rather than expediting the only all women-led historic Equal Rights Amendment case filed by Equal Means Equal to protect the Equal Rights Amendment, the U.S. Supreme Court on 10/13/20 sent the case down to the Appellate court. Still the Attorneys General from Virginia, Illinois and Nevada remain in court as well with their case demanding the National Archivist certify that the ERA has been ratified by the required 38 states. An order by President Trump and US Attorney General Bill Barr has blocked the Archivist from certifying it. According to the Feminist Majority, the election of pro-ERA Joe Biden, could see this barrier removed. In their lawsuit the state attorneys general argue that neither the President nor the Justice Department has any authority over the amending process for the U.S. Constitution. No Department of Justice was recognized in the Constitution.

The president and state governors were given no authority in the amendment process and the states have never voted on a timeline for adopting the ERA because it was in the preamble to the ERA; not in the language of the Equal Rights Amendment itself. Congress can remove this arbitrary time limit. On Election Day should a pro-ERA majority in both the House and the Senate prevail, one more barrier to placing the ERA in the Constitution could be removed. With the ERA as the 28<sup>th</sup> Amendment to the Constitution, the hard-fought gains women have made together – in employment, credit, health insurance pricing and benefits, education and athletics could not be eliminated by Congressional or state laws enacted by reactionary legislators. The U.S. Supreme Court would lose its ability to declare congressionally mandated gender equality legislation unconstitutional. What's more, new gains will be possible to close the wage gap and to eliminate sex discrimination in countless programs and policies with a possibility of the U.S. Senate leadership changing. The ERA could become part of the Constitution in 2021. A Constitutional Amendment is the most permanent guarantee of banning sex discrimination in governmental programs, policies and laws. As always, the adoption of the Equal Rights Amendment is the highest legislative priority of BPW. The National Federation of Business & Professional Women's Clubs signed an amicus brief supporting the E.R.A.'s ratification and is currently working to build alliances with like-minded organizations, like Equal Means Equal and Vote Equality.

### THE PANDEMIC & GENDER EQUALITY:

A Harvard Business Review (HBR) analysis finds that “progress towards greater gender equality has been hesitant and halting over the past five years and the Covid19 pandemic now risks sending it into reverse.” This backwards move is not just a blow to women and societal progress, but also to the economy and business, according to HBR. Statistics from the McKinsey Global Institute established a strong link between gender equality in society and gender equality in work. Despite growing awareness of and support for greater gender equality, tangible progress toward equality in work and society stagnated in the five years between 2014 and 2019, HBR found. The level of female participation in the labor force has not budged and sits at about two-thirds that of men. Now, with Covid-19, women have borne the brunt of the economic impact. Women’s employment is dropping faster than average, even accounting for the fact that women and men work in different sectors. Unemployment data indicate that women make up 54% of the overall job losses to date. The burden of unpaid care, the demands of which have grown substantially during the pandemic, are strong factors since women do an average of 75% of the world’s total unpaid-care work, including child care, caring for the elderly, cooking and cleaning. As Covid-19 has disproportionately increased the time women spend on family responsibility, women have dropped out of the workforce at a higher rate than explained by labor-market dynamics alone. HBR’s “Women at Work” newsletter stated, “The strong message emerging from our research is that policy makers and business leaders need to act fast to push for greater gender equality. Overarching areas for action include reducing the gender imbalance in child care responsibility, for example through better recognition of unpaid work and REBALANCING BETWEEN MEN AND WOMEN; closing the gender gap in digital inclusion, which is especially important as remote work and online shopping have become more prominent during the pandemic...Greater gender equality is good for the economy and society as a whole. If we act now to remove barriers to greater female labor-force participation and a bigger role in society, we can reap the economic and social benefits. If we delay, the benefits will be more meager, while allowing the disappointing status quo to continue will result in a backwards slide. Parity is powerful. It needs to move forward.” The late Supreme Court Justice Ruth Bader Ginsburg has said, “Women will have achieved equality when men share with them the responsibility of bringing up the next generation.”

### ACCESSING REPRODUCTIVE HEALTH CARE DURING THE PANDEMIC:

The Supreme Court ruled on 10/8/20 that women would be allowed to obtain an abortion pill by mail during the COVID-19 pandemic. The Trump administration was seeking to reinstate a requirement that women must visit a hospital, clinic or medical office to obtain this medication, as has been the prior requirement of the Food & Drug Administration. The Supreme Court, according to an Associated Press report, did little more than defer its first action on an abortion-related issue since the death of Justice Ruth Bader Ginsburg last month. The Court called for a lower court judge to take a new look at the issue and rule within 40 days. That puts any further high court action off until after the November 3<sup>rd</sup> election. By refusing to relax rules for procuring the abortion pill, the Trump administration is seeking to enforce this FDA rule on office visits, though they have suspended similar in-person visits for other drugs.

### PRINCETON TO PAY \$1.2 MILLION TO ADDRESS FEMALE PROFESSORS’ PAY DISPARITIES:

After a Labor Department’s Office of Federal Contract Compliance Programs found that 106 women faculty had been paid less than their male counterparts, in a settlement Princeton University agreed to pay \$925,000 in back pay as well as \$250,000 in future salary adjustments. According to a 10/13/20 New York Times report, the University did not admit any wrong-doing, but it agreed to an early resolution conciliation agreement on 9/30/20. In so doing Princeton avoided a lengthy and costly litigation and its impact on University faculty. The most recent data from the Chronicle of Higher Education shows female full professors at the university earned about \$235,000 in 2018 while men earned \$253,000. In addition to the restitution pay, Princeton has agreed to take a number of steps to ensure pay equality in the future, including reviews of faculty salary at the time of hiring and during annual reviews, actually hiring women in fields where they are traditionally poorly represented and encouraging women to serve in leadership positions.

## PACK THE SUPREME COURT OR STRIP ITS POWERS?

According to a 10/12/20 Bloomberg Businessweek report, the push for judicial reform “has migrated from the right to the left, with an array of reforms under discussion, including *JURISDICTION STRIPPING*. After the Supreme Court’s landmark *Roe v. Wade* decision, Republicans in Congress introduced more than 20 bills seeking to divest the Court of its authority over abortion and other contentious social issues, including school prayer and desegregation using jurisdiction stripping. None of those bills passed, but Article 3 of the Constitution gives Congress the authority to “shield certain laws from Supreme Court review.” Facing the prospect of a 6-3 conservative majority on the high court following the death of Justice Ruth Bader Ginsburg, activists are calling for Democrats to impose term limits or expand the size of the Supreme Court. On 9/29/20 House Democrats introduced a bill proposing 18-year term limits for new justices. Other academics argue for “drastic structural changes” that would strip power away from the judiciary that was favored by conservatives in the 1980s. Some proponents believe jurisdiction stripping could help Democrats shield bold future legislation from damaging court battles over health care or environmental legislation, putting in outside the bounds of Supreme Court review. Article 3 gives the Supreme Court jurisdiction over constitutional issues with “such Exceptions, and under such Regulations as the Congress shall make.”

As to the unprecedented rushed appointment of Judge Amy Coney Barrett to the Supreme Court while an election is in progress, the National Federation of Business & Professional Women’s Clubs (NFBPWC) president Megan Shellman-Rickard, issued a statement opposing this on 10/19/20.

“It is the position of the National Federation of Business & Professional Women’s Clubs that the appointment of the Judge Barrett to the Supreme Court should not occur until after the inauguration of the President when the people of the United States have had the opportunity to voice their opinion on who should be making this very important decision. Furthermore, in a year in which we are celebrating the passage of the 19<sup>th</sup> Amendment, it is disconcerting to have a nominee whose beliefs are in direct conflict with much of the NFBPWC Advocacy Platform. The appointment to Judge Barrett could severely set back all the accomplishments that our foremothers have fought so hard to achieve. It is especially disrespectful to Justice Ruth Bader Ginsburg, who diligently fought for equality for all people regardless of sex, race or religion.”

## URGENT NEED TO REDOUBLE EFFORTS REAUTHORIZING THE VIOLENCE AGAINST WOMEN ACT:

In a 10/19/20 public statement, NFBPWC President Megan Shellman-Rickard recognized the need for action on the Violence Against Women Act (VAWA) which has languished in the U.S. Senate during 2020 in light of the recent thwarted attack on Michigan Governor Gretchen Whitmer. “The NFBPWC strongly condemns the actions of white supremacist/terrorist groups who threatened Governor Gretchen Whitmer and her family. We applaud the quick and direct actions of the Michigan Attorney General and the Federal Bureau of Investigation in stopping those terrorists. We have advocated in Congress for the renewal of VAWA. If we, as a society, will not afford security to over half our population, then we are failing as a society,” Shellman-Rickard stated. Violent actions by any person or group against any woman is abhorrent. But that action taken against a woman elected official is more threatening to our society than can be predicted. The NFBPWC will continue to work in alliance with other advocates to gain passage of VAWA.”

## PENNSYLVANIA 2020 ELECTION PROTECTION & LITIGATION UPDATE:

A 10/8/20 Government Executive report referenced several election officials in state and local government raising concerns that the President’s rhetoric could encourage voter intimidation if Trump supporters unofficially flock to polls to monitor the election instead of relying on designated poll watchers who sign up with election officials to monitor precincts for potential fraud. A 10/9/20 PA Post Spotlight report indicated Republicans dropped their effort to create an “Election Integrity” panel with subpoena power. Majority Leader Kerry Benninghoff (R/Centre) removed the controversial resolution from the voting calendar “for the remainder of this legislative session.” Benninghoff said forming the committee “is the right policy,” but that now is the “wrong time to run the proposal.” Senate Republicans continued to appeal the PA Supreme Court’s

election procedures ruling to the U.S. Supreme Court, but have been unsuccessful thus far. A 10/15/20 Stateline Election Security report revealed that election officials are stressing buffer zones that prohibit electioneering within a certain distance of polling places, depending on the state. The Institute for Constitutional Advocacy and Protection based at Georgetown University Law Center, issued fact sheets for each state explaining what to do if armed individuals are near a polling site. Kristen Clarke, President and Executive Director of Lawyers for Civil Rights Under Law, a DC-based voting rights group, said the idea of armed people at the polls is an “explosive, dangerous and toxic situation.” She is especially concerned about communities with larger numbers of voters of color. The Lawyer’s Committee has recruited more than 21,000 lawyers for its election protection efforts this year. The Trump campaign has set a goal of recruiting 50,000 poll watchers and has repeatedly said they will abide by the law. The Biden campaign has promised the “largest voter protection program in history,” recruiting at least 600 voting rights lawyers and 10,000 volunteers to monitor the polls. Suzanne Almeida of PA Common Cause, worries voters may feel discouraged to vote if they fear widespread intimidation or violence.

Election officials are trying to reassure worried voters that polling places will be safe. Local election officials have been encouraged to strengthen ties with local law enforcement and train poll workers to prepare for voter intimidation tactics.

#### PA GENERAL ASSEMBLY FAILS TO OVER-RIDE HB2513 VETO:

By only two votes the PA General Assembly failed to over-ride Gov. Wolf’s veto of a bill to severely limit his authority to regulate public health through the COVID-19 Pandemic. This was the fourth time the General Assembly was unable to curtail the Governor’s ability to regulate restaurants, bars, hotels, social clubs and event venues – minus concert halls and nightclubs – to reopen at a minimum of 50% capacity while following federal and state guidelines, such as mask requirements. Pennsylvania Budget & Policy Center Director Mark Stier, referred to HB2513 as not only a threat to our health, but a threat to our economy. “We are well aware of the severity of the pandemic’s impact on the hospitality industry and have urged Pennsylvania’s General Assembly to act to provide relief for it. But we are at a time when COVID-19 cases are increasing in many parts of the country with predictions of a further increase everywhere as the weather gets colder,” Stier said in a 10/20/20 statement. “It is not just irresponsible, but insane to make it impossible for the Governor to act aggressively to stem the further spread of the virus in venues that are proven to be a major source of infection. The only way to give people confidence to return to these venues was to rapidly reduce infection rates. This is what the government regulations did. We must listen to the advice of epidemiologist not extremists who reject science, or special interest groups that are more focused about the immediate benefit than the long term health of their own industry.”

#### PICCIRILLO’S MATH BREAKTHROUGH:

Lisa Piccirillo solved a problem that had confounded mathematicians for 50 years, wrote John Wolfson in the Boston Globe. At a 2018 math conference, Piccirillo then 27, learned about the “Conway Knot,” a twisted, closed circle that overlaps itself in 11 places. Mathematicians couldn’t tell whether it was a “slice,” meaning whether slicing through it in a 3D space would reveal an unraveled knot. A sculpture of the Conway knot adorns a gate at the University of Cambridge, according to a report in The Week magazine. But when Piccirillo learned that the knot was considered insoluble, she thought, “That’s ridiculous.” Piccirillo grew up in Greenwood, Maine—a town of less than 900—and got a Ph.D. in knot theory at the University of Texas. Within one week, Piccirillo proved that the Conway knot was not a slice, and showed her proof to a math professor. “He got very excited and started yelling,” she said. It was published to much fanfare in 2020, helping Piccirillo land a tenure-track professorship at MIT. “There’s this idea that mathematicians are geniuses,” she said. “A lot of them seem to be child prodigies. In fact, many of the really great ones don’t come from that background.” Hopefully, professor Piccirillo won’t run into the same pay discrimination faced by the female faculty at Princeton!



## NFBPWC El Paso Texas West

### Executive Committee:

Gloria Flores                      President

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

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

## NFBPWC Houston

### Executive Committee:

To be announced.

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

## NFBPWC Paso Del Norte

### Executive Committee:

Lourdes Reynes                      President

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

## NFBPWC Virtual Club

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>  
Or email: [ccbpw@aol.com](mailto:ccbpw@aol.com)

### Executive Committee:

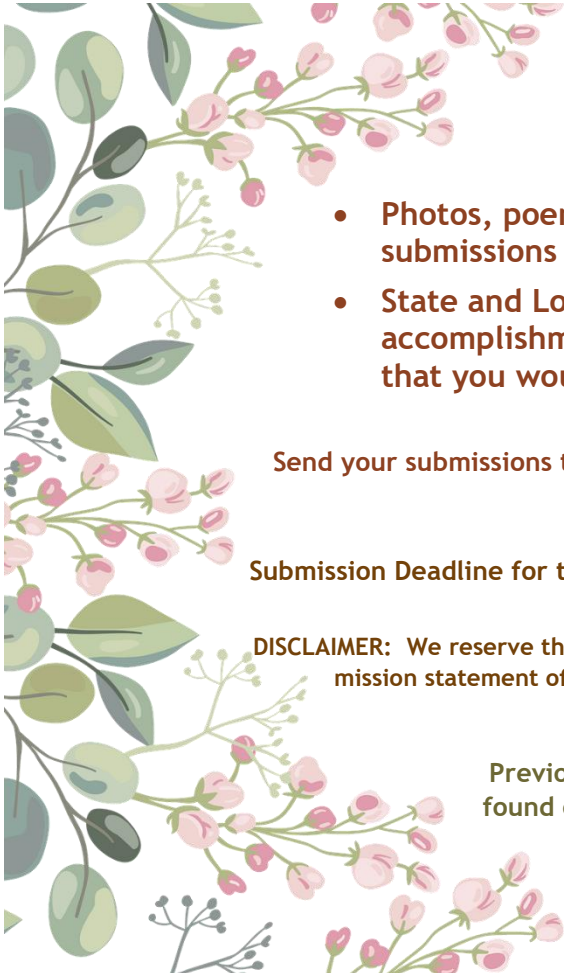

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

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.

The Virtual Club would like to welcome its newest members:

- Leola Johnson-Rucker
- Charli K. Matthews

- 
- 
- 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!

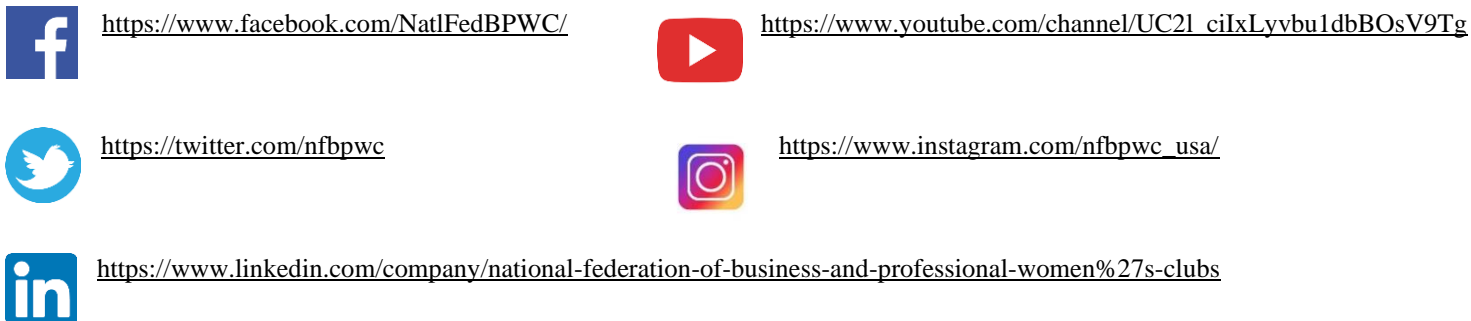
Send your submissions to Michele Guarino at: [Michele@ASecondOffice.com](mailto:Michele@ASecondOffice.com)

Submission Deadline for the December eNewsletter is Tuesday, November 24<sup>th</sup>  
at 5:00 pm Mountain Time

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

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

## Engage with NFBPWC on Social Media



Join us for our Weekly National Friday Afternoon Club on Zoom! Register on the events page. We would love to have you join in on the fun!



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

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

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

### Economic Equity and Justice

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

### Health Equity and Justice

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

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

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





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

## Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

### Our NFBPWC Heritage



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

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

### Our ambition

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

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

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

### Affiliate Benefits

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

### Individual Benefits

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

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

