



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

October 2020 Newsletter

Upcoming Events

NFBPWC Board of Directors Meeting

13 October 2020 - 5:00 PM PDT | 6:00 PM MDT | 7:00 PM CDT | 8:00 PM EDT

www.nfbpwc.org/event-3973737 BOD Meeting is open to members only. You must be registered to receive the log-in information.

International Days Observed by the United Nations

2 October International Day of Non-Violence (A/RES/61/271)
 5 October World Teachers' Day [UNESCO] (27 C/INF.7)
 10 October World Mental Health Day [WHO]
 11 October International Day of the Girl Child (A/RES/66/170)
 24 October United Nations Day (A/RES/168 (II); A/RES/2782 (XXVI))
 (Source: <https://www.un.org/en/sections/observances/international-days/#Oct>)



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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.

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

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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, POSITION OPEN
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
Public Relations, POSITION OPEN
Small Business, Manjul Batra, California
United Nations, Susan O'Malley, NYC

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militarywomen@nfbpwc.org
PRchair@nfbpwc.org
smallbusiness@nfbpwc.org
UNchair@nfbpwc.org

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina
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

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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

In the September newsletter I requested that we, as members, 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. This month I want to challenge 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>).

Our organization has a heritage that connects to the women's suffrage movement. I implore every single member to consider that the right to vote was won by our foremothers through generations upon generations of persistent rallies, demonstrations, picket lines, and protests. The 19th Amendment was not easily won, and it did not deliver that same right to all women in 1920. As we enter the election "season" of 2020 and we prepare to exercise this hard won right, it is essential to recognize that voting is imperative if we want to realize the goals of our advocacy platform. (Further reading: <https://www.npr.org/2020/08/26/904730251/yes-women-could-vote-after-the-19th-amendment-but-not-all-women-or-men>).

NFBPWC has a nonpartisan page on our website about voting: <https://www.nfbpwc.org/advocacy>. We are committed to sharing information about voting and encouraging our members to exercise this right. As you mark your ballot, please consider that the Alice Paul Equal Rights Amendment stands first and foremost above all other items of our advocacy platform. It is your right to vote and I implore our members to consider every candidates' position on the ERA as you complete your ballot. Our voices and votes matter – we are stronger together.

A special thank you to the members who attended our first national workshop, Cultural Competency. California member, Sher Singh, will be continuing this series on October 24th and will be our guest speaker for the Board of Directors meeting on October 13th. In addition, we will be hosting more national events online to help us connect, grow, and learn. We are dedicated to living our mission statement by offering the opportunity for all members to develop their professional, business, and leadership potential.

Your Executive Committee and the Board of Directors has hit the ground running with an effort to create a more vibrant space for virtual interactions that span across the nation and globe. 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. I challenge our members to find a way to bring ideas, projects, and their own light forward. The Executive Committee and Board of Directors welcome your participation – let us find a way to share your passion in collaboration with the NFBPWC. Email ec@nfbpwc.org for more information and let's work together to make this organization everything it can be!

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
NFBPWC President 2020-2022



1st Vice President Membership News



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

This is an exciting time to be a member of NFBPWC, in an era of change, where women are increasingly having the opportunity to shape policy, disrupt legacy business models, and lead a transformation of business. We salute our current members, welcome our new members, and we encourage all of our sisters to introduce their colleagues, employees and friends to the valuable sisterhood which can be derived from NFBPWC.

As 1st VP of Membership, it is my personal commitment to you all to better acquaint our BPW sisters across the country, so that we can get to know one another outside of our own chapters and/or state organizations. So that you can be included in our "Member Spotlight" feature, please submit your answers for the questions that I sent in last month's newsletter along with a photo to vpmembership@nfbpwc.org

Lastly, as I look to build a strong membership committee, I would like to invite any of you to join me on this important committee. We will come together to brainstorm and strategize programs for membership retention and generation, campaigns to help drive new members, and strategies for recognition. Please join me.

Together, we are stronger, so it is essential that we come together now to be the solution.

Wishing you all the best!

Member Spotlights

Member Spotlight

AFFILIATION: NFBPWC-NC

BPW: * Past BPW/NC State President
* Current BPW Foundation Board Chairman

OCCUPATION: * Part-time Instructor at Edgecombe Community College
* Retired Century Link Engineer

BIRTHPLACE: Tarboro, NC

BIRTHDATE: May 9th

HOBBIES: Sewing, word puzzles and jigsaw puzzles

INTERESTING FACT: Used to teach dance classes (shag, swing and line dancing)

VARNELL'S WORDS OF WISDOM:

"Use your head for something other than a hat rack."




VARNELL KINNIN



ELIZABETH MILLS

WELCOME TO NFBPWC

BPW VIRTUAL

- GRADUATED FROM UNIVERSITY OF NORTH CAROLINA CHAPEL HILL:
 - BA IN POLITICAL SCIENCE
 - BA IN PEACE, WAR AND DEFENSE
- ATTENDING CAMPBELL SCHOOL OF LAW, RALEIGH, NORTH CAROLINA

Getting to know Elizabeth:

Birthday: May 17th

Birthplace: Lebanon, Pennsylvania

Hobbies: Traveling, Painting and Studying

Elizabeth is a proud US Marine Corps wife, and "mother" to a very cute but naughty 12-week old Golden Retriever puppy.

Momentum Club | Virtual Club | NFBPWC Benefits

Momentum Club:

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

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

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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

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

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

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

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

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

2nd Vice President Advocacy Report



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

First and foremost, I would like to express my sincere gratitude to the members who have reached out with their concerns, resources, and points of view regarding the various issues we are currently

facing as a nation. The number of serious items to

consider from an advocacy perspective seems to be growing by the minute. I am happy to report that due to the extraordinary make up of our organization, our Advocacy Team is growing as well. Rest assured that as our "core group" continues to form, we are seeking to find the most effective means to keep the membership up to date in the quickest way possible. No small feat given that the news of one hour often appears to be shadowed by the news of the next hour, or so it seems.

From Ruth, to Breonna, to COVID-19 and the upcoming elections, to name a few, we know the level of interest and concern our members likely have and we are committed to getting relevant, fact-based information to you. In addition, we have every intent to provide additional resources and action items whenever possible. In the meantime, keep your eye out for updates on our social media platforms and our website (content coming soon)...and please be sure to check out the ERA update from Nancy Werner and a fabulous article written by Jackie Melvin following my report.

Also, an extra special thank you to everyone that helped with the first installment of the Cultural Competency Workshop Series. Many thanks as well to the attendees and an extra shot of gratitude for our most gracious and giving facilitator Sher Singh. I, like many others (as I'm hearing) are very much looking forward to more!

PRESIDENTIAL DEBATE SCHEDULE and DETAILS

All debates are scheduled to take place from 9 p.m. to 10:30 p.m. ET on their respective dates without commercial breaks.

Here's what we know about the format and schedule of the four general election debates.

First presidential debate, *September 29 (will have already occurred at the time of this printing)*

The first debate between Biden and Trump will be moderated by Fox News' Chris Wallace and is scheduled to take place on Tuesday, September 29, at Case Western Reserve University and Cleveland Clinic in Cleveland.

Wallace selected the following topics for the first debate: "The Trump and Biden Records," "The Supreme Court," "Covid-19," "The Economy," "Race and Violence in our Cities," and "The Integrity of the Election," according to the Commission on Presidential Debates.

Each segment will last about 15 minutes, and the candidates will have two minutes to respond after the moderator opens each segment with a question. Wallace will then use the rest of the time in the segment to facilitate further discussion on the topic, according to the commission.

Vice presidential debate, **October 7**

The vice-presidential debate between California Sen. Kamala Harris and Vice President Mike Pence will be moderated by Susan Page of USA Today and will take place Wednesday, October 7, at The University of Utah in Salt Lake City.

This debate will be divided into nine segments of about 10 minutes each, and each candidate will have two minutes to respond to the moderator's opening question, the commission said. The moderator will then use the rest of the time in the segment to facilitate a deeper discussion on the topic, according to the commission.

Second presidential debate, **October 15**

The next debate between Trump and Biden will be moderated by Steve Scully of C-SPAN Networks and will take place on Thursday, October 15, at the Adrienne Arsht Center for the Performing Arts, in Miami.

The Miami debate will take the form of a town hall where the questions will be posed by citizens from the South Florida area, according to the commission. The participants will be uncommitted voters selected under the supervision of Frank Newport of Gallup, the commission said. The candidates will have two minutes to respond to each question and there will be an additional minute for the moderator to facilitate further discussion, according to the commission.

Last presidential debate, **October 22**

The third and final debate between Biden and Trump will be moderated by Kristen Welker of NBC News and is scheduled to take place on Thursday, October 22, at Belmont University in Nashville, Tennessee. The format for the third debate will be identical to the format of the first debate

OUR ADVOCACY TEAM

(To date....We're still growing!)

- **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

THE EQUAL RIGHTS AMENDMENT -WHAT IS HAPPENING?

In late June, I took you to the filing of the Equal Rights Amendment Amicus Briefs being filed in the Federal Court House of Washington, D.C. by Linda Coberly, Esq. Now, she has just issued an update on what is happening with the ERA legal work.

First, the Archivist filed a reply supporting his motion to dismiss.

(If you remember, the Archivist would not allow the ERA Amendment passed in Virginia to be considered as he is the person to register its existence. He was following that fact that it did not adhere to the length of time granted for the passage. He asked the Justice Department to support him on this premise and it did.)

Second, the State Plaintiffs filed their opposition to the Intervenor's motion for summary judgment.

(Now these states are Virginia, Illinois, and Nevada. Found this interesting since he recorded Illinois and Nevada but not Virginia. Must be the number "38."

Third, the State Plaintiffs also filed a cross-motion for summary judgment, basically taking the position that the court can decide the entire case as a matter of law.

Linda Coberly, Esq. explains, and I will share her message....

Now that the motion to dismiss is fully briefed, the Archivist has moved to stay consideration and briefing on the motions of summary judgment until the motion to dismiss is resolved. The three State Plaintiffs have opposed the motion for a stay and are asking for all motions to be considered together. The court will resolve that issue soon.

She is guessing that the court will deny the motion for stay and see all the motions for hearing together at sometime this fall.

I have received the documents for all the above three statements. If interested in reading the materials, please email me. I will gladly send your way.

By: Nancy Werner, ERA Director, NFBPWC

Sexual Harassment and Abuse Against Working Women Report by Jackie Melvin

Please take a moment to read this powerful piece by California member, Jackie Melvin for the CFBPW newsletter "California Woman"
Thank you! ~Daneene

BEGONE

SEXUAL HARASSMENT AND ABUSE

AGAINST WORKING WOMEN - 2018-2020

by Jackie Melvin, California

A statistic: There are three times the number of women of color who are candidates for Congress in 2020 as there were in 2016. Is this a great amalgamation or not of Women in Power and Black Lives Matter!

As Elimination of Sexual Harassment of Women in the Workplace segues with issues of racial injustice, we need, this outgoing Chair believes and proposes, to focus our activity and programs in the new BPW year on the lives of BIPOC women in the workplace; listen, understand, and act against racial and social injustice, and seek and support legislation to level the playing field. Be not just, "not a racist," but be an "anti-racist".

And about "leveling the playing field", a term regularly used when supporting Affirmative Action so many years ago, the negative terms of "reverse discrimination" and "anti-white racism" are popping up this term in opposition to ACA 5, a proposed Constitutional Amendment in support of Affirmative Action in public employment, public education, and public contracting, and which will be on the November ballot in CA. As BLM teaches us to see and understand institutional racism, the movement asks us to look at "white privilege". Are we "anti-white" if we think all BIPOC should have equal privilege? Just as we seek empowerment for women, I know we are not anti-men. To wish and work for equal privilege for all is not reverse discrimination, nor anti-white, but it may be antiwhite supremacy. I'll take that!

SEXISM VS. RACISM

As we celebrate the centennial passage of the 19th Amendment in which women achieved the right to vote, a special call out to the states who had passed that right into their state constitutions prior to the 1920 federal amendment, with California being one of those.

But a look at history shows us that White women were not all inclusive of this right for Black women though there were numerous Black women suffragists. Indeed, there were contentious times during the inclusion into our Constitution of the 15th and the 19th Amendments. Following the first women's rights convention at Seneca Falls in 1848, and at the Akron, Ohio, 1851, convention, Sojourner Truth, former slave and women's and Abolitionist activist, spoke her now famous speech using four times the phrase "Ain't I a Woman." Nevertheless the argument between Frederick Douglas and Susan B. Anthony illustrates the "schism between white suffragists and the abolitionist movement, where prominent white women expressed affronted rage that Black men might be granted the vote ahead of them: 'If intelligence, justice and morality are to have precedence in the government, let the question of women be brought up first and that of the Negro last,' declared Susan B. Anthony in 1869 at a conference of the American Equal Rights Association, responding to the suggestion by Frederick Douglas that Black male enfranchisement was a more urgent issue than women's suffrage. Alas, these were the times of a nation growing into its democracy and seeking to build upon its constitution from which both women and Black Lives had been excluded. Remember the warning of Abigail Adams so ignored by husband John Adams. The 19th amendment giving women the right to vote came nearly 50 years after the 15th amendment which ruled that voting rights could not be restricted "on account of race, color, or previous condition of servitude." That one little word "sex" could not get included by the political powers of the time into the 1870 amendment. Noted author Ta-Nehisi Coates writing in The Atlantic in 2011 acknowledged the sexism that suffragists such as Elizabeth Cady Stanton and Sarah Grimke faced from fellow abolitionists, and their sense of being told again and again that

women's rights were important, sure, but not urgent. Coates does not acquit these white suffragists of racial entitlement, but adds: 'When the goal - abolition - was achieved, they hoped for some reciprocity. It did not come.'

It is a complicated debate and discussions of Black Lives Matter, the meme Karen, the freezing out of Black women and men from voting following passage of both the 15th and 19th amendments, and, frankly, now a hundred years later, the continuing White Supremacy/Nationalist/Neo-Nazi movements need our attention and our action. VOTE. We must have leadership.

NEVERTHELESS

Selected by NFBPWC President Sandra Thompson for showing at the virtual NFBPWC general assembly on August 15 was a 50 minute documentary film on Sexual Harassment in the workplace from its early history through the current trials and tribulations of some of the perpetrators such as actor Kevin Spacey and producer Harvey Weinstein, now a convicted felon. It highlighted the stories of three women who had been victimized by their bosses and workplace environment, and their stories of courage. The title, "Nevertheless" came from the mouth of Senate Majority leader Mitch McConnell, who in trying to shut up Senator Elizabeth Warren on the floor of the Senate, described his efforts, bemoaning, "Nevertheless, she persisted," a phrase that has become historic in its value for women empowering themselves. [I would have called the film "SHE PERSISTED!" but that's just me.] The film showed many elements of harassment and suggested ways to eliminate it from our society. It noted the importance of "nasty" language in demeaning women, and the need for better leadership which often sets the allowable standards of behavior, and the importance of having laws to support gender discrimination to equal the standards used to adjudicate racial discrimination: our loss until ERA or some equally strong laws can be passed. I was especially impressed with the depiction of how male supremacy comes into being that allows too many men [and institutions] to believe they can treat women as less than their equals because they are women. My mind is currently with the powerful BLM and BIPOC issues so prevalent since the audacious murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others, and the historical demeaning and mistreatment [such as lynching] of people for so many hundreds of years. I equate sexual harassment of women and the mind set of "male supremacy" with the "white privilege" we must all come to understand, as do our BIPOC sisters and brothers. Human rights and equality are not socialism.

VOTE

Is the #MeToo movement at an end after some three-year focus in our community? By no means. Abusive men in power continue to make the headlines as women empower one another to speak out against them, even decades later. No longer are women deterred from speaking out by legal statutes of limitations or fear of repercussion or not being believed.

If a new Senate majority should happen in November, there may be substantial legislation to emerge for votes on legislation that has been sitting and waiting for recognition and action at the federal level. Wait and see...and VOTE.

HUD Issues by Sharon Simmons

Good morning! You asked my thoughts on the current state of affairs around in our country and my concerns voiced as Business and Professional Women/all humans affected in our country. Housing was an immediate concern due to the pandemic and evictions. Also, transgender person's ability to house in shelters in our country.

This morning I am watching PBS about RBG and the selection process to fill that 9th seat is going to go down fast! When the seat is set there are some very urgent issues up the first weeks of November, according to the experts I heard.

Affordable Cares Act is up for argument/possible removal

LGBTQ rights including the right to marry is up for argument-including all rights gained by our democracy over many years.

Abortion rights-overturing of Roe vs Wade

I imagine evictions and housing will also be urgent land during this epidemic as well. This involves all sides of politics and should be looked at with a clear lens for humanity.

The Violence Against Women Act is still sitting on the Senate Speakers desk as well!

I think nationally we need to communicate with whomever we can as NFBPWC/nationally and get the word out to all of our members with something simple we all can do to support our Advocacy Platform as well. This is not simple, but members want to and will respond if it is easily understood as to what to do. Perhaps a letter to the Senate and/or the Supreme Court?

Can we send our ideas and concerns for democracy to the court? Can we write the judges? They have many clerks each-as we saw when RBG passed. Our concerns for our country must be heard!

I throw the gauntlet out before the elections to prepare in case we have a 6-3 conservative court and depending on the outcome of the presidential election, advocacy may need to really be heard. We are bipartisan, but women's lives and rights are at stake! If we stand up for RBG's inspirations, we can slowly move forward. We must persist! Per RBG's words:

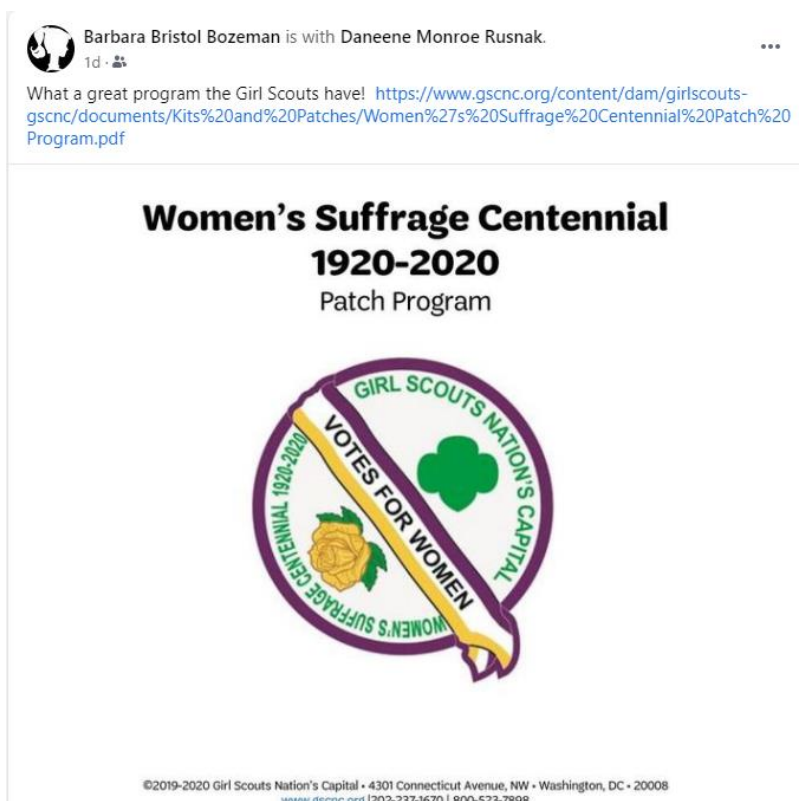
"I ask no favor for my sex. All I ask of our brethren is that they take their feet off our necks."

"Real change, enduring change, happens one step at a time."

What do you think?

Thanks!!

Sharon Simmons, BPW Colorado Advocacy VP
BPW Boulder Immediate Past President



65th Session of the Commission on the Status of Women

Announcing the first-ever VIRTUAL NGO CSW65 Forum!

What is the theme of CSW65?

- **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;
- **Review theme:** Women's empowerment and the link to sustainable development ([agreed conclusions](#) of the sixtieth session)

Find more information about the UN CSW65 on [UN Women's website](#).

When is CSW65?

15 - 26 March 2021

What does NGO CSW/NY have planned for CSW65?

The NGO CSW65 Forum will be virtual this year!

In light of COVID-19, our NGO CSW65 Forum in March 2021 will be virtual. While we are still finalizing many details, we have exciting things planned! We'll be working with the [NGO CSWs in the Regions](#) to ensure that this virtual Forum is as global, inclusive and accessible as possible.

There will still be opportunities to apply for and host Parallel Events virtually, and we will have many of the programs and events that make the NGO CSW Forum special including Consultation Day, a digital Handbook, networking events and online conversations.

We hope to get the virtual NGO CSW65 Forum platform up and running in the next month or two. Keep an eye out for information and updates as we finalize more details!

How do NGOs submit written statements for CSW65?

Submission of written statements for CSW65 will be open for NGOs in consultative status with ECOSOC from **25 September to 16 October 2020**. Late submissions will not be accepted.

NGOs in consultative status with the Economic and Social Council (ECOSOC) may submit written statements on the [thematic issues considered by CSW](#), in accordance with [Council resolution 1996/31](#). Find more information on opportunities to address the Commission [here](#).

Please be aware that UN Women handles written statement submissions and NGO CSW/NY is not able to assist in the process.



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From the Desk of the Secretary



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

Have you been to the website lately? The address is www.nfbpwc.org.

There are many reasons to visit your website, not the least of which – to see all the wonderful changes and updates Lea-Ann Woodward Berst has been making. It truly is fabulous. It seems like every week, there are more things to find on **your** website, **your** Facebook pages and LinkedIn. Be sure you are availing yourselves of all the assets being part of BPW afford you.

There is another good reason to head over to the website:

UPDATE YOUR PROFILE

If not for the current contest, how about to improve your online presence and connection with other BPW members? Not only is your membership profile a record of your membership, it is a nationwide directory, a method of connection and communication between yourself and other members who have similar interests and experiences.

Oh wait...I did say contest, didn't I??? Yes, by the time the next issue of the newsletter comes to print, one of you will be \$100 richer. And all it takes is to qualify for the drawing, is to update the information in your profile on the website. We have added a few new blocks (birth date, age group) and a few other blocks may appear differently, as well.

How to qualify for the drawing?

- 1) Log on to the national website.
- 2) Update your profile information between September 19th and October 15th, 11:50pm

In other words: go to the website, find the following blocks



Member Login

EDIT PROFILE

SAVE

and USE THEM!

You could be \$100 richer!

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to announce the first of many Young BPW Member Spotlights!

Meet Hannah Hughes! Located in Raleigh, North Carolina, Hannah is a member of the North Carolina Federation of Business and Professional Women's Club.



My name is Hannah Hughes, I am 19 years old and from the Outer Banks of North Carolina. I currently attend NC State University in Raleigh and am working towards developing a career. I study Communication in Public Relations, and Spanish Language and Literature.

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

I want to delve into the world of pharmaceutical sales with a possible side job of interpretation and translation. I currently own a CBD company to figure

out what it is like to handle "supplements," and I work as a tutor and caregiver for Hispanic families in Raleigh whose parents only speak Spanish.

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

Secretary Marsha contacted me, she knew I was studying Spanish and could be a possible interpreter. My experience so far was interpreting and lighting the candle during the candle lighting ceremony at the National Convention.

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

I'd like help with resume building, building my experience, and help determining my strengths and weaknesses while interpreting in Spanish. I am also learning a bit about the world of politics and bureaucracy which is important in every field.

You can read MORE from Hannah's interview here: <https://www.nfbpwc.org/BPW-Blog/9265377>

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



Climate-related disasters: What are the risks are where you are?

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

To say that the year 2020 has been extraordinary would not be an understatement. For me, reflecting on the year to date from an environmental perspective has stirred up a sense of alarm and urgency I have never felt before.

It started in early July when I came across an announcement from NOAA (National Oceanic and Atmospheric Administration) that reported the U.S. already had ten (10) billion-dollar disasters in 2020 as of July 8th. Just to put that into perspective, the average number of billion-dollar disasters in the U.S. between 1980 and 2019 was 6.6 per year. The number about doubles, to 13.8 events per year, for the most recent five years (2015-2019). Then, this August, four (4) more billion-dollar disasters joined that list over a span of just one month: the derecho storm that hit the Midwest, Hurricanes Isaias and Laura, and the wildfires in California and Oregon.

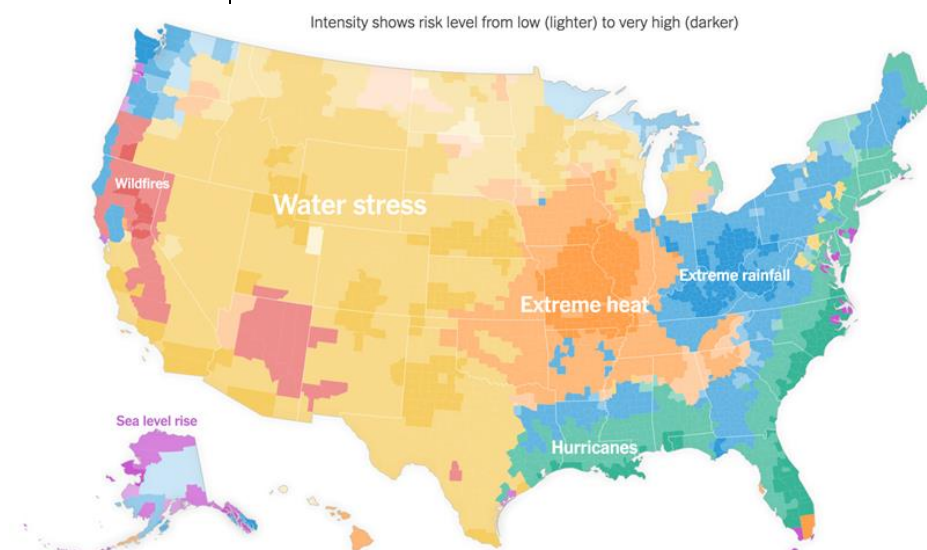
These numbers tell us the frequency and severity of weather and climate-related disasters are rising rapidly. Depending on the location, common threats include wildfires, heat waves, hurricanes, extreme rainfall, sea level rise, and water stress. Each can wreak havoc in differently, and the impacts

can be subtle and gradual or sudden and devastating. Either way, they can cause disruptions to our daily lives in ways large and small.

The image below maps the intensity of different types of climate-related threats for each county in the U.S. I urge you to take a look to get an idea of the types of threats (yes, there can be multiple) where you and your loved ones live.

Starting next month, I will take a deeper dive into the risks mentioned above, and how they could impact—or already have impacted—our daily lives. A number of you have reached out to me recently about water stress and infrastructure, so I will start there.

You are welcome to contact me with any questions or local observations related to this topic at: environment@nfbpwc.org.



Source: The New York Times. You can search for your county by typing in its name here: <https://www.nytimes.com/interactive/2020/09/18/opinion/wildfire-hurricane-climate.html>

Green News

By: Laurie Dameron, BPW Boulder Member

Hello to all my friends and colleagues

I hope this finds you well! I want to say how honored I've been to serve as Chair of Environmental and Sustainable Development for BPW Colorado and NFBPWC. As always, I feel I've not done enough. I've done quite a bit for BPW Colorado and will continue on as chair here. But feel I missed doing more for our national federation.

I am honored to hand over the torch to Hyon K. Rah as our new NFBPWC Chair of Environmental and Sustainable Development. Hyon has an extraordinary resume and will undoubtedly do great things.

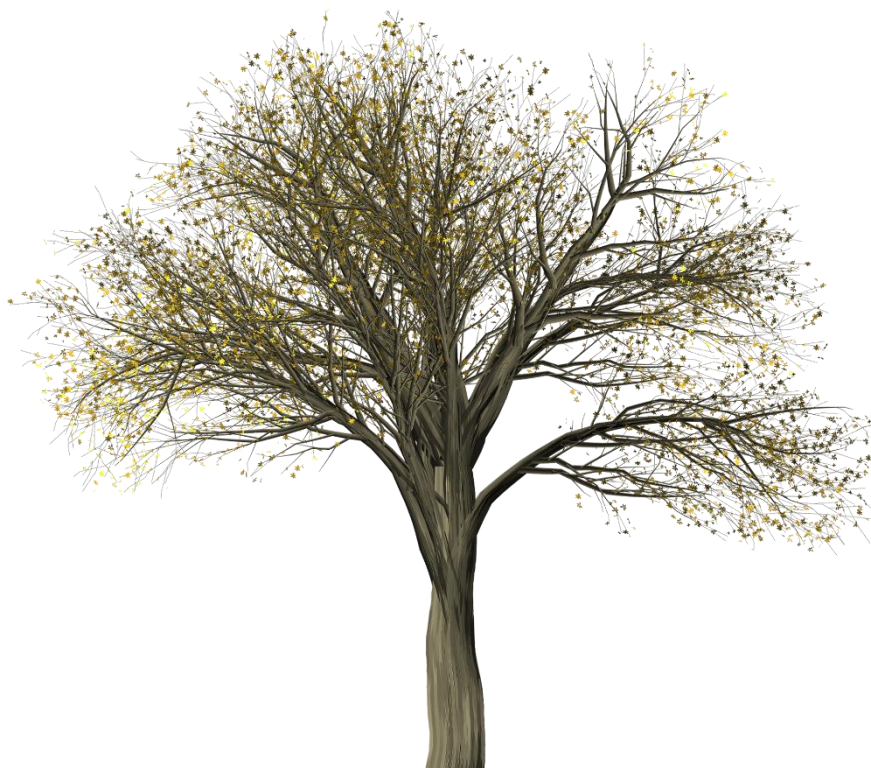
Hyon and I had a zoom meeting recently and I was thrilled to learn she knew about the Cuyahoga River fires where I grew up near in Berea, Ohio just south of Cleveland. The Cuyahoga was so polluted in the 1960's and I remember doing art projects in 4th grade about it! I've been an activist ever since!

I was also thrilled that Hyon agrees with me that one of our top issues is spreading the zero waste message. Please read this month's "Green News". I am also attaching the ZW One Sheet, hoping it will somehow be distributed to all chapters.

I also watched Hyon's fabulous presentation on water which is a top issue if not the top, and hope all of you will be able to see it eventually.

I will continue to act as chair of environment for BPW Colorado, I will also continue my "Green News". I have told Hyon that I will help her in any capacity and we both hope to get many more of you on our committees!

You can continue to read my Green News article submission now located under the BPW Colorado Chapter section. [BPW Colorado - Green News](#)



United Nations Report

By: Susan O'Malley, IFBPWC UN Representative

International Day of the Girl 9 October 2020

On **October 9th** we will be hosting a virtual Girls' Rights Townhall where girl activists will come together with UN policymakers to talk building equity for girls. Watch the event on our [website](#) and prepare ahead of time with our [curriculum](#) and [virtual field trip guide](#).

On **October 11th**, the Girls SpeakOut will premiere on [Youtube](#) throughout the day. Find your timezone and language [here](#)! Hear from girls around the world as they share about what building equity means to them through music, poetry, and art. Viewers will have the opportunity to join the dialogue through a live chat – ask questions and share your experiences!

Below you will find flyers for both events with more information!

Please reach out with any questions to [@IDG Summit](#) or [@WGG The Working Group on Girls](#)

Follow us on social media to stay updated on the latest #IDG2020 news and join us for the #11DaysOfAction from October 1st to the 11th.

Twitter [@IDG_Summit](#)

Facebook [@DayoftheGirlSummit](#)

Instagram [@IDG_Summit](#)

IDG Summit Team and the
Working Group on Girls

#BeBold #EquityforGirls



Recommendations from
an International Focus
Group (3) of girls ages 13-
18 on September 12, 2020.

1. Girls' voices must be heard and respected.
2. Gender-based violence against girls at home and out of the home must be recognized, penalized and eliminated by the government and the community. COVID-19 has increased violence against girls.
3. Girls need equal opportunities to do STEM subjects and robotics in school and not be treated differently from boys. Jobs in STEM need to be open equally to women and men.
4. The government needs to provide sanitary pads to girls who need them (particularly in rural areas) so their education won't be interrupted every month.
5. All chores at home should be shared equally by boys and girls: washing dishes, cleaning and gardening. COVID-19 has increased household responsibilities and childcare for girls.
6. Teachers should treat boys and girls equally at school. Boys need to be educated to treat girls as equals and not put girls in danger.
7. Governments should protect girls from being forced into early marriage because of financial difficulties.
8. Girls should be able to work after they grow up and get married; otherwise, the incentive to get an education is stymied.
9. Girls should not be judged by their appearance.
10. When boys and girls reach puberty, opportunities for boys increase but decrease for girls. Both should have expanded possibilities for education and work.
11. Girls need to organize girls' groups for equality at school and in the community to support one another and ensure their rights.



GIRLS SPEAK OUT WATCH PARTY

Join us on October 11th to celebrate the International Day of the Girl with a watch party for the 9th annual Girls Speak Out!

Join us on our [Youtube channel](#) to hear the voices and stories of girls from around the globe through music, storytelling, and art and take part in the chat to share how you are striving to be bold and building equity for girls!

Visit our [website](#) to learn more and find your [time zone and language](#)!

Follow us to stay up to date on #IDG2020 and #11DaysofAction:

Twitter [@IDG_Summit](#) Facebook [@DayoftheGirlSummit](#) Instagram [@IDG_Summit](#)



CELEBRATE INTERNATIONAL DAY OF THE GIRL!



Join us for a virtual field trip to the Girls' Rights Townhall!

Here's how:

Step 1: Learn about girls' human rights and the issues facing girls around the world. Visit the Day of the Girl Summit site and access our [curriculum](#) to prepare for the day!

Step 2: Watch the Girls' Rights Townhall on October 9th. Follow the conversation live on our [website](#) from 10:00-11:30 AM EST.

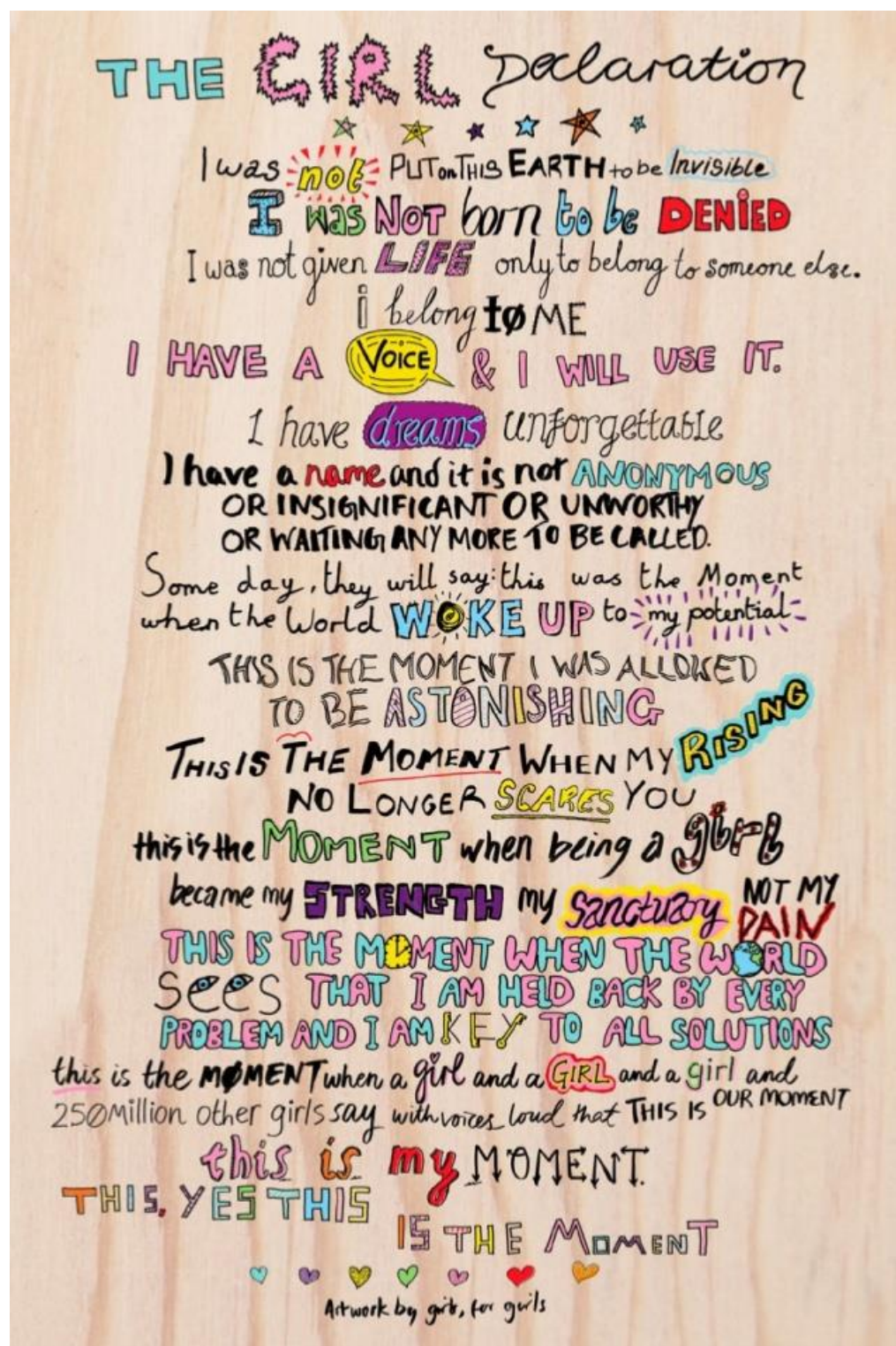
Step 3: Talk about what you learned and about what girls' rights mean for you with your class, community group or friends! Keep the conversation going!

Step 4: Share what you heard, get involved, and take action to support girl activism in your community!

Follow us to stay up to date on #IDG2020 and #11DaysofAction:

Twitter [@IDG_Summit](#) **Facebook** [@DayoftheGirlSummit](#) **Instagram** [@IDG_Summit](#)

October 11th is International Day of the Girl Child



#thegirleffect

Used with permission. The Girl Declaration is a Trademark of Girl Effect, and used for educational purposes only.

(Source:

<https://www.global.girleffect.org/>)

Military Affiliated Women Committee Report

By: Barbara Bozeman
Military Affiliated Women Chair

All Military – Affiliated Women are invited to attend a roundtable conference

October 6, 2020

At 7pm EST

Via Zoom

Please contact Barbara Bozeman at:

militarywomen@nfbpwc.org

to be added to the attendee list

You are considered a Military-Affiliated Woman if:

- You are a veteran or currently serve in the Armed Forces

or

- You are a spouse of a servicemember

*includes all branches of the US Armed Forces as well as Guard, Reserve and US

Coast Guard – and foreign services as well



The objective of this meeting is to use our insights and experiences to develop a viable and realistic program that meets the unique needs of the military-affiliated woman. Please join us for this discussion and get the NFBPWC – Military Affiliated Women program off to the very best start.

Thank you so much!



Lifelong Leadership & Learning (L3) Committee Report

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC



The Lifelong Leadership & Learning (L3) Committee is open for business!

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

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

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

- | | |
|--|--|
| <ul style="list-style-type: none"> • DISC Assessment • Skills for the Workplace • Creating Presentations • Public Speaking • Networking • Business Etiquette | <ul style="list-style-type: none"> • Parliamentary Procedure • Negotiations • Leadership Skills • Sexual Harassment in the Workplace • Interviewing Skills • Setting Goals |
|--|--|

Expertise wanted!

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



Digital Training Committee Report

By: Marsha Riibner-Cady
Digital Trainer, NFBPWC

Have you updated your profile on Wild Apricot yet? If you don't do that soon, you won't be in the drawing for \$100 for you and \$100 for your club!

Here are some quick and easy instructions on how to get into the website to update your data.

1. Go to nfbpwc.org
2. Log in, click on the silhouette at the upper right corner of the page. You will be directed to put in your email and password. There is an option for forgot password. If you get stuck contact Marsha at digitaltraining@nfbpwc.org or call or text 252-423-0819.
3. To find yourself on the website, go to the directory. Type in your name then click on it. From here you can see your information. Review it. If you want to edit your profile, click on the red button that says EDIT. After you are finished, save your edits.



Mission accomplished! You are finished! While you are there, explore the website!

I am available to help, and I would love to train your members. Let's plan a training today!

Thank you

Social Media Committee Report



Your Social Media Committee Sue Oser and Marsha Riibner-Cady are excited to begin our journey with you.

Our mission this year 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.

The fastest way to get post to these sites is to go to the NFBPWC.ORG website, log in as a member, and click on the site where you want to post your updates and successes. Links to the social media sites are at the bottom of each page of the website! How easy is that?

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.
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.

October posting ideas:

Breast Cancer Awareness month, if you are going to be taking care of “the girls” in October by going for a mammogram, submit a picture (fully clothed) near your favorite mammogram machine or in front of your testing site. Bring a friend and make sure she takes care of herself too. Buddy system, ladies.

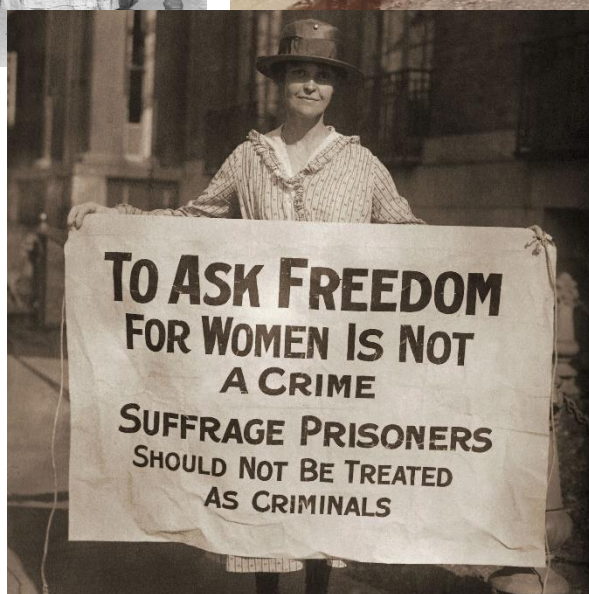
Get your *Flu Shot* and update any other vaccines you might need.

National Businesswomen's Week is the third week of October. This year it's October 18-24. We want to feature your business this week. Let's flood social media with everything you are doing to succeed.

We look forward to seeing your posts!

Sue and Marsha

Remember...



State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresas Dolan President

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

NFBPWC California Federation

Executive Committee 2020-2021:

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

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



By: Rosemary Enzer, President, CFBPW California

The California Federation's long postponed Annual Conference is now only a few days away. CFBPW's combined Annual Conference and Fall Board of Directors meeting is scheduled for October 9 and 10 via Zoom. We invite you all to join us as we celebrate 100 years of promoting equity, personal empowerment and professional development for working women. To register for the meeting, please contact Katherine Winans at jkw@gbis.com. The meeting link will be sent to you the week of the Conference.

Past State President Barbara J. Davis will install the new officers:

Lynn Brandstater – President

Maryann Wesson – Secretary

Anne Marie Johnson – Treasurer

CFPBW's four districts have all scheduled fall meetings. Bay Capital and Northern met in September; Sierra Mar and Valley Sunset virtual meetings will be October 17 and 24. We welcome the attendance of all our BPW sisters from around the country.

As we mourn the loss of our heroine and role model, Justice Ginsberg, we reflect on her many contributions toward achieving equity for women. CFBPW members have been asked to donate to our California BPW Education Fund in her memory.

This has been a difficult year for us all, but California members have faced additional challenges with the excessive heat, wildfires and smoky skies. We are very grateful for all the well wishes that have been sent our way. Thank you all.

Pioneers in Skirts by Ashley Maria, BPW California Member

The team behind Pioneers in Skirts is dedicating their International Day of the Girl program on October 11th to Justice Ruth Bader Ginsburg. We would like YOU to join us by inviting your favorite pioneering girl or boy to attend the **Finding Your Inner Pioneer program**. For ages 9+, Ashley and Lea-Ann will provide the building blocks kids need to take charge of their "Pioneering Path!" Let's do this, together!

Here is the link to the event: <https://www.cinemalearningchallenge.com/event/international-day-of-the-girl-pioneers-in-skirts-with-the-director-and-producer/>



International Day of the Girl – Pioneers in Skirts Event with the Director and Producer

October 11 @ 1:00 pm - 2:00 pm | \$15

Pioneers in Skirts is a multi-award-winning documentary about how today's women and girls experience and combat stereotyping in their lives. When watching the film, audiences connect with this problem on an individual level, experiencing what can affect their ability to believe in themselves and awakening to the idea that they are in control of that mindset.

Girls and boys of all ages are invited to join the filmmakers for an interactive program about using one's ambition to start a journey towards achieving their dream career! The filmmakers will chat with the attendees about visualizing and achieving personal and professional goals, and show clips from the film to demonstrate how to take charge of their path!

Watch the film at any time that's convenient for you, as early as Friday at 5 p.m. PT, and then attend the Zoom event on Sunday at 1 p.m. PT/4 p.m. ET. The Zoom event will last one hour.

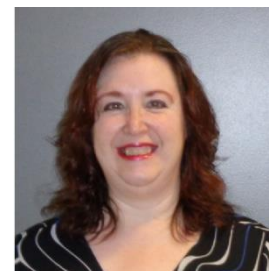
Buy tickets for this inspirational event here:

<https://watch.eventive.org/cinemalearningchallenge/play/5f5fc7643ff5bf003e28a474>

NFBPWC Colorado Federation

Executive Committee 2020-2021:

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



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

Written 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

Apocalyptic Times

It hit me hard. Last week, we had days of smoke-laden skies from wildfires in the West riding east on air currents, affecting not only Colorado but all the Western and Midwestern states. This, combined with hearing about the many hurricanes hitting other parts of the country, on top of COVID, made me anxious. Then I read an article in *The Guardian*, "[Birds 'falling out of the sky' in mass die-off in south-western US](#)," and it hit me: It's like we're in a science fiction movie. Only it's not fiction—climate change has reached apocalyptic times!

According to *The Guardian* article, scientists found that the birds' carcasses lacked muscle and fat reserves. They theorized that the Western wildfires caused migrating birds coming from the north to alter their course to fly over Southwestern states instead, where there are fewer insects and other food to eat and less water. The birds were literally starving on the wing! It saddened me to read this.

Just because you live some place where climate change doesn't *seem* to be affecting you doesn't mean it's not. We are all connected as human kind and with nature.

I wrote a "Green News" in September of 2017 about my drive from Colorado to Michigan and back. When I used to do that trip in the early 90s, I would scrape bugs from the windshield every time I stopped for gas. In 2017 there were hardly any bugs on my windshield the entire trip. What? Bugs are important? Yes!

Also consider climate migration when thinking about the interconnectedness of life. Colorado is one of the fastest growing states, not in small part due to folks losing their residences because of fires and hurricanes. Plus California grows a lot of the food that Americans eat; what is going to happen to our food chain now? Also think of the declining bee populations. I could cite several events that are happening around the planet that are affecting us all, but instead will suggest you read the recent New York Times article, "[How Climate Migration Will Reshape America](#)."

I am not sharing my thoughts to cause fear and anxiety, but rather to inspire action. More than ever, each and every one of us must fight climate change every day. As Bill McKibben said years ago, "We're under attack from climate change — and our only hope is to mobilize like we did in WWII." I know I've shared that before and also the following bit of advice, but I am hoping that "the squeaky wheel gets the grease."

Both the EPA and Eco-Cycle of Boulder, Colorado, say that over 40% of our greenhouse gases come from the way materials are extracted from the earth, produced, transported and even gotten rid of, and that striving for zero waste is one of the quickest and easiest way to fight climate change.

The three R's for sustainable living are, in order of importance, Reduce, Reuse, Recycle. Speaking of recycling, here's a link to another excellent article from National Public Radio, "[How Big Oil Misled the Public into Believing Plastic Would Be Recycled](#)."

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

50. Instead of resolving the problems of the poor and thinking of how the world can be different, some can only propose a reduction in the birth rate. At times, developing countries face forms of international pressure which make economic assistance contingent on certain policies of "reproductive health". Yet "while it is true that an unequal distribution of the population and of available resources creates obstacles to development and a sustainable use of the environment, it must nonetheless be recognized that demographic growth is fully compatible with an integral and shared development". [28] To blame population growth instead of extreme and selective consumerism on the part of some, is one way of refusing to face the issues. It is an attempt to legitimize the present model of distribution, where a minority believes that it has the right to consume in a way which can never be universalized, since the planet could not even contain the waste products of such consumption. Besides, we know that approximately a third of all food produced is discarded, and "whenever food is thrown out it is as if it were stolen from the table of the poor". [29] Still, attention needs to be paid to imbalances in population density, on both national and global levels, since a rise in consumption would lead to complex regional situations, as a result of the interplay between

problems linked to environmental pollution, transport, waste treatment, loss of resources and quality of life.

[Read the entire Encyclical Letter.](#)

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

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News,"
write to WindchimeL@aol.com Or visit www.LaurieDameron.com
Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>
Join a chapter of Business and Professional Women <https://www.nfbpwc.org>

BPW Colorado – Pay Respects to Justice Ruth Bader Ginsburg



By: Carolyn Romero, BPW Colorado Member

Past national treasurer and BPW Colorado member Carolyn Romero felt a calling to pay her respects to Justice Ruth Bader Ginsburg – the first woman ever to lie in state in the US Capitol. Carolyn jumped on a plane and was in Washington DC that night.

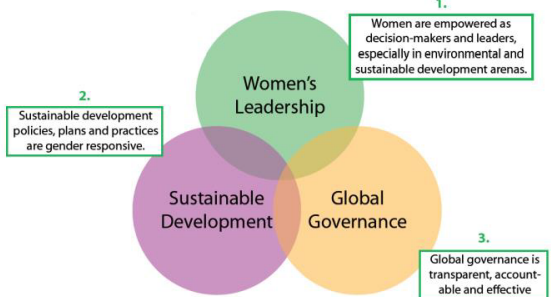
Although the public would not be allowed into the Capitol Rotunda later this week, Carolyn did stand in line 2 -1/2 hours to pass by RBG's casket on the steps outside the Supreme Court building. She also planned to attend the candlelight vigil on September 23rd.

Thank you, Carolyn, for representing your BPW sisters around the country. RBG was a woman who courageously fought injustice wherever she met it. Let us remember her best by doing the same.



TAKE THE ZERO WASTE PLEDGE!!!

Women can lead the way!!!



1. Women are empowered as decision-makers and leaders, especially in environmental and sustainable development arenas.

2. Sustainable development policies, plans and practices are gender responsive.

3. Global governance is transparent, accountable and effective.

Eco-Cycle in Boulder, Colorado was the first curb side recycling in the USA in 1976. Since then they have grown and their model is respected and followed all around the world.

Eco-Cycle states:
"Our wasteful, polluting and consuming practices significantly contribute to climate change. The system of how we produce, ship, consume, and dispose of goods and food accounts for 42% of our greenhouse gas emissions. That's almost half the problem."

Zero Waste is one of the quickest and easiest ways to address climate change and build healthy communities."

Climate change is affecting all of us on the planet. Women are disproportionately affected but are also the keys to climate action!

In undeveloped countries women and children are affected the most having to walk miles every day for clean water. Women are also the largest force in agriculture. As caretakers, women are most affected by severe weather and natural disaster events as they take care of the children and elderly and are often last to leave.

In developed countries, women have a central role in decisions for their household: what to buy, rate of consumption and waste. This is called conscious consumerism.

Women are more likely to believe in the science of global warming and are more concerned with health and safety issues. They are also more likely to recycle and be more environmentally conscious.

We as women have a responsibility because of our decision making power and leadership role in our households! And we educate our next generation!

Many NGO's are women based and together we are powerful: professionally, personally and politically!

We are part of the solution and we can make a difference!

The Zero Waste Economy

Designing a Full-Cycle System—Upstream AND Downstream



Women's Role and Responsibility in Environmental Leadership

Women are the principal managers and decision makers for their family's wellbeing, playing a major role in energy choices, consumer decisions, waste, family health, nutrition and education.

COMPOST – REDUCE – REUSE – RECYCLE = Zero Waste

Zero Waste agenda creates a 42% Impact

Pledge to strive for Zero Waste at work and at home!

Business and Professional Women (BPW Boulder) ZERO WASTE EVENT GUIDELINES

These are guidelines based on current recommendations: (try to keep printed materials to a minimum at all events)

SMALL EVENTS (up to 25)

GETTING THERE - encourage carpooling (this should always be included in invitation info)

WATER

- Avoid plastic bottled water by encouraging members to bring their reusable water bottles (this should always be included in the invitation info)
- Have a member volunteer to bring real pitchers and real cups to provide for those who forget to bring their reusable bottles
- For members who are concerned about tap water, chlorine and fluoride, encourage them to bring their own filtered water in a reusable container

PLATES

- Each chapter can purchase real plates, (light weight plastic) real utensils that can be brought in a large Tupperware bin and collected at the end to take home to wash) A BPW Boulder member was able to purchase all of this (place settings for 25) for around \$100 at Target (she watched for sales). Cloth napkins can be made or often found at second hand stores.

RECYCLE

- Provide a receptacle for recyclables and collect it at the end of the event. (Remember when taking it to a recycle bin to empty the bag. (Single stream recycling plants do not want ANY plastic bags as they get caught in the machinery and they have to shut down costing time and money.) If there are any compostable products at your event please collect and make sure they end up in a commercial compost. **The purpose of composting is to keep items out of landfills.** If they end up in the landfill methane gas is created which is over 20 times more potent than CO₂. **(Plastic plates and utensils are NOT recyclable.)**

- Make an announcement that "This is a Zero Waste event" and encourage folks to make sure they are putting the right materials in the right bins and **congratulate everyone for having a Zero Waste event!!!**

LARGE EVENTS (up to 100 or more) (again encourage reusable water bottles include in invitation)

GETTING THERE - encourage carpooling (this should always be included in invitation info)

CHOOSE VENUE OR CATERING COMPANY that offers real plates, cups, flat wear and cloth napkins

- If the catering company or venue is using compostable materials we need to be assured that they will be properly collecting them and that they will end up in a commercial compost **(plastic plates and utensils are NOT recyclable)**

- Make sure trash bins, recycle bins and compost bins are clearly marked (you can get plastic coated signs with pictures of what goes where for free from Eco-Cycle in Boulder or Waste Management in Denver)

- Use toilet paper made from recycled materials, cloth hand towels

- Make an announcement that "This is a Zero Waste event" and encourage folks to make sure they are putting the right materials in the right bins and **congratulate everyone for having a Zero Waste event!!!**

CONGRATULATIONS! YOU ARE PART OF THE SOLUTION!!!



NFBPWC South Florida

Executive Committee 2019-2021:

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

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

NFBPWC La Grange-Chicago

Executive Committee 2019-2020:

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

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

Individual Accomplishments of members

Kathleen Ray has been invited to be a member of the United Nations NGO Committee on Migration, Subcommittee on Xenophobia and Social Inclusion. <https://ngo-migration.org/about/member-organizations/>

As many BPW members are aware, International Federation of Business and Professional Women is one of the several civil society members of this NGO Committee. Kathleen's background is her current almost three-year volunteer job with a refugee resettlement project in Hyde Park/Chicago.

LaGrange-Chicago member Antonia Torres celebrated her 100th Birthday on July 28, 2020!! The celebration was virtual, with her daughters by her side. In addition.... she had received over 67 individual birthday cards, all of which she opened and read with much delight before the day was over. Toni has always been deeply involved with BPW, only missed 2 State conventions out of 54, and attended many National and International conventions.

Club Challenge

Covid is our challenge this year -- how to communicate, meet, and get together. The answer is: "Not as much"

However, we have met via zoom, and had great conversations:

1. Book Discussion on "Little Fires Everywhere" by Celeste NG, September 17.

2. Cooking lesson: 6 members sent in appetizer recipes, and we cooked them on zoom while we chatted. (August 20)

The success lies in the fact that we are planning zoom repeats: another book discussion in February; and another cooking session in December (holiday specialities)

NFBPWC Michigan

Executive Committee 2019-2020:

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



NFBPWC New York City

Executive Committee:

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

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

NFBPWC North Carolina

Executive Committee 2018-2020:

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

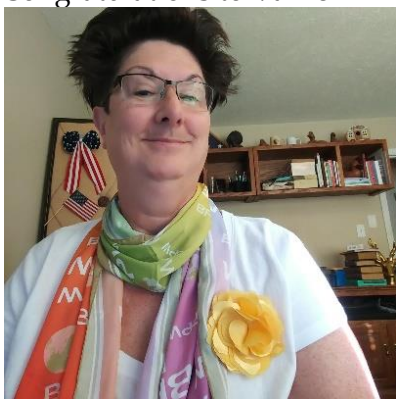
Several of us attended the BPW International 90th Anniversary Global Candle Lighting Ceremony on August 26, 2020. Pictured are Barbara, Varnell, and Marsha wearing yellow to support our international sisters. It was very moving to be involved in such a big group from all over the world.



VARNELL KINNIN

During our September 17, 2020 meeting we scheduled a training on Zoom with Dr. Jo Naylor. The training will take place at our meeting on October 15, 2020 at 8pm. If time permits, Marsha will explain how to update your profile on Wild Apricot. We also discussed how to prevent falls and if it does happen, how to get back up off the floor. Barbara shared this video: <https://www.youtube.com/watch?v=4ETgQD8QhZs&feature=share>

Congratulations to Varnell who has taken on the role of secretary. Thank you!



BARBARA BOZEMAN

Our Chatham County Chapter had an amazing fundraiser "Sell your Sizzle." This was a white elephant auction to help us share our treasures with someone who might need it more and to raise money for the Chatham County BPW Scholarship Fund.

Aunt Violet, pictured below, was one of the many items auctioned during the evening of September 23 on Zoom. She will be moving to CA to live with Immediate Past President Sandy.

A total of \$850 was raised in an hour! The sizzle part was the amazing stories, some true, some not so true about the items that were in the auction. If you were unable to attend, want more information on Sizzling or would like to support the scholarship fund, please contact Jean MacDonald at jeanconnects@gmail.com.

Thank you to everyone who participated in a fun evening.

Thank you to BPW MI for allowing us to join you for the weekly happy hour!

North Carolina hopes everyone continues to be safe and healthy.



MARSHA RIIBNER-CADY



AUNT VIOLET

By: Barbara Bozeman, NFBPWC North Carolina

Most of us have these “other things” we do. Things that don’t necessarily match up with, or go along with the things we know about each other. Sometimes they are strange, sometimes sweet, sometimes they just are what they are.

One of my other things – is that I drive rescue transports. I’ve been doing it for years. Rescued and foster dogs need to get from one place to another, and here in North Carolina, along the I95 corridor between our north and south border, that is my turf.

My latest road trip was on behalf of the American Belgian Malinois Rescue organization. A few weeks ago, I got to help this sweet girl head up north. Her name is Harley. She needed to get from her foster in Florida, to a new location in Maryland. Not only was it my first transport since last fall, but it was also the first time I stepped outside North Carolina since December.



She is a sweet girl – and she is already well settled in her new digs...

NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

Jean MacDonald	President
Faith Nager	Treasurer

Pennsylvania Affiliate Chapter

Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
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



DENICE ROBINSON (TREASURER)

Since our reorganization meeting of July 30, we have started our planning with our elected officers of Nancy Werner, President; Cathy Collins, Vice President; Nancy Thomas, Recording Secretary; and Denice Robinson, Treasurer. Laura Whetstone was reappointed as our Parliamentarian. Lilly Gioia has never been so busy as doing her investigative reporting on so many legislative topics in Pennsylvania and the nation. But our emphasis will be on membership. Cathy Collins, our membership chair, has prepared an updated membership form that we are issuing to our members in hopes of adding to our group. But this COVID-19 has become the challenge of the century with very few groups meeting in person.

Our member, Mary "MJ" Shaw, who serves on the CEDAW Commission in Pittsburgh shared that all the latest news can be found on the website – www.pgh4cedaw.org

We thank everyone who used the tidbits from Ginny Bailey, our BPWPA Legislation Chair and PA Affiliate member on our U.S. Postal Writing Campaign. Things have seemed to have simmered down in the past weeks. In PA we are getting daily reminders that VOTING by MAIL is safe.

Our mystery question as when to expect the XXX International Conference that was scheduled for August 21-25, 2020 in Orlando, FL is still out there in cyberspace. We sure hope that this issue is soon resolved. I feel like the song, "Anticipation." The "wait" of the century.

We have been attending the various NFBPWC Friday night Zoom gatherings and NFBPWC and International workshops. Trying to promote what our membership benefits provide for us.

Also, the Lifelong Leadership and Learning Program has also been discussed. I have been sitting on the bimonthly module revision committee as well as taking the Facilitator Training Class with Dr. Trish Knight. Emily Holgash, a member of our Affiliate, is also interested in taking this class. Within our PA Affiliate membership, we have six members who have received the training for the 2008 IDP and are looking to join the L3P group.



L TO R: LAURA WHETSTONE, PARLIAMENTARIAN; NANCY WERNER, PRESIDENT; AND CATHY COLLINS, VP OF PA AFFILIATE CHAPTER OF NFBPWC. GATHERING TOGETHER TO START PLANNING FOR A NEW NFBPWC YEAR.

I will be back with more next month as our PA Affiliate will be meeting on Wednesday night, September 30 for our Zoom meeting. I was able to get a few photos of the members to share with you. Hope you enjoy.

Pennsylvania Advocacy Report

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

EQUAL MEANS EQUAL E.R.A. SUIT APPEALED TO U.S. SUPREME COURT:

On 9/7/20 Equal Means Equal and two other plaintiffs filed an appeal to the Supreme Court, arguing that as women denied equality under law, they have the right to sue to force the government to add the Equal Rights Amendment to the Constitution of the United States. The appeal reiterated the point in the lawsuit, originally filed January 2020 in U.S. District Court in Boston, detailing how congressionally imposed deadlines for states to ratify the ERA are unconstitutional and called upon the Court to compel the Archivist of the United States to officially record the ERA as the 28th Amendment to the Constitution. The 9/7/20 appeal contends the lower court incorrectly decided when it ruled Equal Means Equal, the Yellow Roses and Katherine Westbrect did not have standing to sue, since all 38 states have ratified the ERA. They maintain that the requisite number of states ratified the amendment when Virginia passed the measure on 1/27/20. The appeal states that "Petitioners adequately demonstrated concrete injury...to the ERA's continued vitality." Equal Means Equal president Kamala Lopez took issue with the court questioning the standing of the plaintiffs who are representing women deeply affected by the lack of protections that the Equal Rights Amendment would remedy if added to the Constitution. "The fact that the court would rule women themselves did not have standing in a case that will determine whether or not women are full human persons under the law would be a hilarious example of the discrimination we suffer as a class," Lopez said. "That is, if it were not an existential matter for over 160 million souls living under this lawless regime. We are appealing to the Supreme Court because we are following the rules in good faith that were set before us by the State. If the State, after American

women's century of struggle and their delivery of the 38 requisite states as per Article V of the U.S. Constitution, refuses to grant us equality, while it is not theirs to withhold; then it is a whole other ballgame, isn't it?" Equal Means Equal legal counsel Wendy Murphy stated that the judge saying women have no standing to be heard on whether the ERA is now the 28th Amendment "was not surprising because the law of standing is often used to silence women who seek to advance their rights and change law. We will never accept any attempt to silence us," Murphy stressed.

2020 U.S. CENSUS DATA COLLECTION IN JEOPARDY:

The Census is not a sexy subject. It is easy to miss stories about it in the news cycle consumed by COVID19, racial justice protests and the November elections, but it happens once every ten years and the resulting count has HUGE, long-term implications for every community's economic and political power. Census data is used to draw congressional districts and to distribute hundreds of billions in federal dollars to communities nationally used for essential services like health care, education, infrastructure and housing assistance desperately needed by women and families, especially recovering from this present economic crisis. When the U.S. Census Bureau recently announced shrinking the data collection period by a month, loud alarm bells went off in Congress and 50 states. A Government Executive 9/22/20 report disclosed that the Census Bureau was NOT involved in the decision to cut short it's time to collect and deliver results.

The Commerce Department's Inspector General could not identify who required the Bureau to finish counting United States residents by the end of September and deliver data by the end of the year – rather than by its previous publicized schedule. The direction likely came from either the Commerce Dept. or the White House, the Inspector General indicated.

A 9/2/20 headline, "Leaked Census Document Warns of Possible 'SERIOUS ERRORS' in 2020 Census Count," referred to an investigation launched by House Oversight and Reform Committee chair, Carolyn Maloney, (D/NY). The 8/3/20 Census document appeared to be written for Commerce Secretary Wilber Ross and moved the original data collection deadline from 10/31/20 to 9/30/20, abbreviating processes or eliminating activities "that will reduce accuracy." The agency will now have just three months to process data for apportionment instead of the normal five months. Census officials anticipate "vocal objections from state demographers and governors when they reduce contacts with households, shorten review periods and cut verification processes," according to the leaked document. A Government Accountability Office report found the Census Bureau's late decision to push up the deadlines "heightened the risk of inaccuracies."

According to a 9/3/20 Huffington Post report, the Trump administration created two new top-level positions at the Census Bureau and filled them with political appointees from outside the agency, an unprecedented move. In August the Census Bureau announced unexpectedly that it is ending its field operations early, even after it had lost months of data collection time because of the coronavirus pandemic, wildfires and hurricanes. December 31, 2020 is the original cut-off deadline to report the final United States population count. Senator Jean Shaheen (D/NH), ranking member of the Senate subcommittee charged with funding the Census, objected to revised data collection deadlines. She said the administration's rushed timelines means "we aren't going to be able to ensure a fair and accurate count. The administration from the very beginning has tried to meddle in the appropriate counting of all Americans." Shaheen believes president Trump is trying to rig the 2020 Census for political gains. This administration's effort to quickly rush the final headcount will leave millions of people – particularly communities of color – politically weakened for at least a decade, Shaheen warned. NBC/AP reported on 9/6/20 that a Florida Judge issued an order temporarily stopping the Census Bureau and the Commerce Department from winding down operations, ruling that it is "in the public interest that Congress be fairly apportioned."

Kristan Clarke, president of the Lawyers Committee for Civil Rights Under Law, said "We will continue to hold this administration accountable in its repeated attempts to omit people of color, immigrants and other vulnerable populations from the 2020 Census." On 9/22/20 the Associated Press reported that if the US District Court judge agrees with the plaintiffs and issues an order mandating the extra month for the Census,

government attorneys will appeal. Requested by a coalition of cities, counties and civil rights groups, plaintiffs demand the original 10/31/20 canvassing deadline be restored. In Pennsylvania, according to a WITF report, Census responses are down 3% from a decade ago. Participation is down even more in rural counties and is even bleaker on college campuses with an abbreviated deadline looming.

PENNSYLVANIA SUPREME COURT EXTENDS MAIL-IN BALLOT DEADLINES:

The high court ruled that 2020 election ballots will be counted if they are received by 5 P.M. the Friday after the November 3rd election. To count, ballots arriving after Election Day must either be postmarked by 11/3/20 or have no proof they were sent afterward. According to a Philadelphia Inquirer 9/17/20 report, ballots that arrive by the new deadline with missing or illegible postmarks would still be counted. The Court also ruled that state election law allows counties to use drop boxes for any delivery of mail ballots. The Court also denied requests from President Trump's campaign and others to allow poll watchers to work in counties other than the ones where they are registered. This ruling denied a request that other people be allowed to deliver voters' ballots. In another decision the Court removed the Green Party presidential candidate from the Pennsylvania ballot. This move could allow tens of thousands of additional votes to be counted – and has drawn criticism from Republicans who have argued that votes should be received by Election Day. This Pennsylvania Supreme Court ruling will be appealed to the United States Supreme Court currently consisting of eight Justices after the death of Justice Ruth Bader Ginsberg. Additionally, on 9/17/20 a federal judge blocked recent Postal Service changes instituted by Postmaster General DeJoy that slowed mail deliveries and prompted concerns about voting by mail.

PA LEAGUE OF WOMEN VOTERS OPPOSES S.B.10/H.B.2626 LIMITING VOTING OPTIONS:

H.B.2626 is sponsored by Republican Representative Dan Moul of Adams County. It eliminates the use of drop boxes across the Commonwealth and allows for out-of-county poll watchers, which the PA League of Women voters finds highly objectionable. The League believes, particularly in a pandemic, that drop boxes are a stream-lined, safe option for voters casting their ballot by mail. Both H.B.2626 and its companion Senate bill S.10 permit out of county poll watchers, which the League sees as clearing the way for outsiders to harass and intimidate voters at the polls, according to a PA Capital Star 9/3/20 report. With little notice both Pennsylvania House and Senate State Government Committees passed these bills out on party-line votes. Governor Wolf and Democrats are opposed. With "roughly 18 hours' notice, a state Senate committee convened to consider only one piece of legislation on the agenda: a bill to advance the deadline for voters to request a mail-in ballot and ban drop boxes. Short notice of the meeting did not allow Democrats to prepare amendments to the bill which could quickly move to Governor Wolf's desk. He has said he would veto the House bill in its current form since he is on record opposing any proposal that gives voters less time to request mail-in ballots.

NFBPWC El Paso Texas West

Executive Committee:

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

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

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

NFBPWC Houston

Executive Committee:

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

NFBPWC Virtual Club

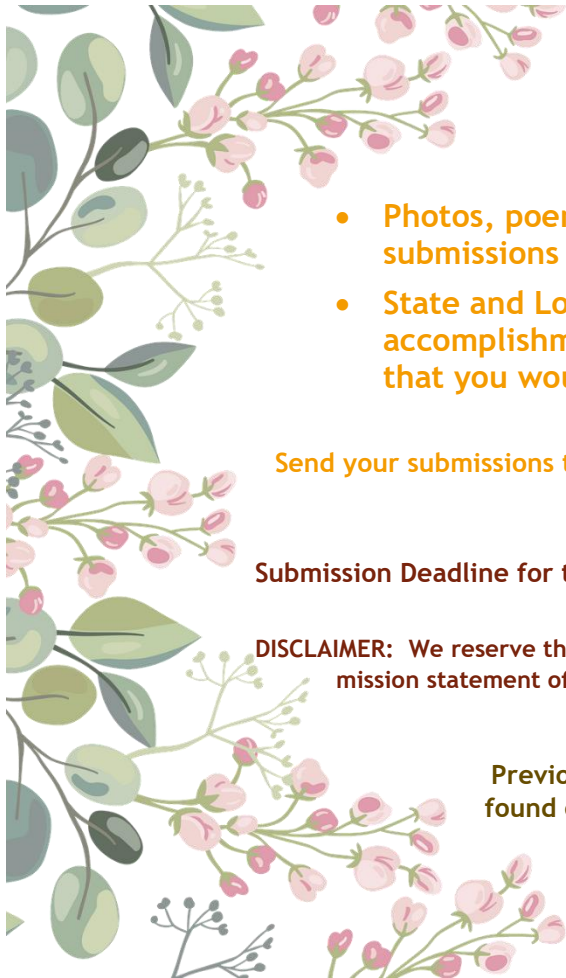
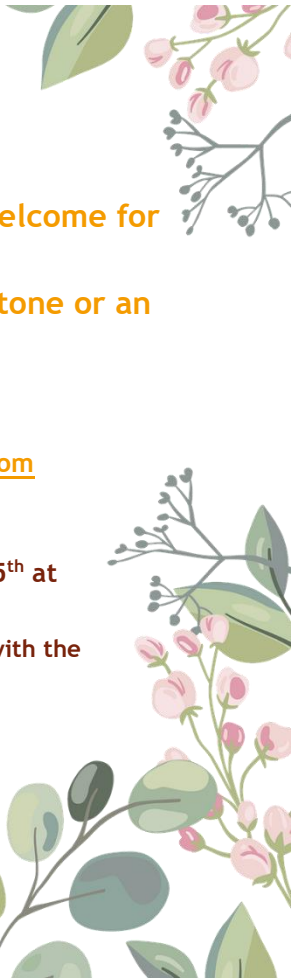
For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>
Or email: ccbpw@aol.com

Executive Committee:

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

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

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

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

Submission Deadline for the November eNewsletter is Sunday, October 25th 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



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



https://www.youtube.com/channel/UC2l_ciIxLyvbu1dbBOsV9Tg



<https://twitter.com/nfbpwc>



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



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

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).