



NFBPWC Newsletter

APRIL 2021 ISSUE



UNITING AND ADVOCATING FOR WOMEN

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**Submission Deadline for the May eNewsletter is
Friday, April 23rd at 5:00 pm Mountain Time**

Upcoming Events

Tuesday, April 6, 2021

NFBPWC Board of Director's Meeting (all members are welcome)
5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM Central | 8:00 PM Eastern
Register: <https://www.nfbpwc.org/event-4171407>

Wednesday, April 7, 2021

NFBPWC Digital Trainers Meeting
2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM Central | 5:00 PM Eastern
[Digital Training Committee Report](#)

Friday, April 9, 2021

NFBPWC National Friday Conversations
Register: <https://www.nfbpwc.org/event-4222605>

Wednesday, April 21, 2021

NFBPWC Virtual Chapter Meeting
4:00 PM Pacific | 5:00 PM Mountain | 6:00 PM Central | 7:00 PM Eastern

Saturday, April 24, 2021

NFBPWC Earth Day Summit
Register: <https://www.nfbpwc.org/event-4192255>

Wednesday, April 28, 2021

Denim Day - [Denim Day Article by Sandra Thompson](#)

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President

Larisa Miller, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Barbara Bozeman, Secretary

Deborah Fischer, Treasurer

Ashley Maria, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual

Bylaw and Resolutions, Katherine Winans, California

Environment and Sustainable Development, Hyon Rah, Virtual

Finance, Gloria Flores, El Paso West

Health, Keri Hess, California

International Liaison, Bessie Hironimus, California

Lifelong, Leadership & Learning, Kathy Kelly, Colorado

Membership, Larisa Miller, Florida

Mentoring, Dr. Trish Knight, NFBPWC Virtual

Military Affiliated Women, Barbara Bozeman, North Carolina

Public Relations, POSITION OPEN

Small Business, Manjul Batra, California

United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org

bylaws@nfbpwc.org

environment@nfbpwc.org

finance@nfbpwc.org

health@nfbpwc.org

Bessie.hironimus@bpw-international.org

L3chair@nfbpwc.org

vpmembership@nfbpwc.org

mentoring@nfbpwc.org

militarywomen@nfbpwc.org

PRchair@nfbpwc.org

smallbusiness@nfbpwc.org

UNchair@nfbpwc.org

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina

Diversity, Equity and Inclusion Chair, Sher Singh, California

Fundraising/Grants - POSITION OPEN

Membership Outreach, Jean MacDonald, Chatham County

Newsletter, Michele Guarino, NFBPWC Virtual

Nominations, Michelle Husby, California

Rapid Response - POSITION OPEN

Social Media, Sue Oser, MI and Marsha Riibner-Cady, NC

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

fundraising@nfbpwc.org

outreach@nfbpwc.org

newsletter@nfbpwc.org

nominations@nfbpwc.org

rapidresponse@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

President's Message



By: Megan Shellman-Rickard

Progress, Participation, and Persistence

Our organization depends on participation and persistence to advance the progress that we envision for our future. In 2021, the United Nations 65th Commission on the Status of Women (CSW) was a place (virtually) where we were able showcase our progressive agenda for women's issues. Our partnership with **Pioneers in Skirts** allowed our organization to access the CSW platform at the highly regarded Parallel event level. There are so many highlights to this partnership, Parallel event, and accompanying experiences. Let me share a few of my favorites:

- CSW participants and BPW members from all over the globe joined us by utilizing the multiple viewing options and times provided for on-demand and virtual screenings.
- To ensure that this event was both inclusive, and accessible to as many as possible:
 - Live panel French & Spanish translations were provided by **GlobalSpeak Translations** through an in-kind sponsorship,
 - The film was translated into all the official UN languages, as subtitles, and each was offered in the on-demand option,
 - Live speech to text transcription was provided for hearing impaired individuals during the panel discussion at the live CSW Parallel event.
- A hosted **Filmmaker Watch Party** with our members, Lea-Ann & Ashley, was in a word, FUN!
 - Participants shared their personal stories, experiences, insights, and supported each other - all through chat on Zoom.
- NFBPWC empowered our members, Ashley & Lea-Ann, when they announced their **Pioneers in Skirts Global Impact Relay** to support NGOs as they push their missions forward. Check out the film's website to host a screening of your own and find out how you can help empower more women and girls by sharing: www.pioneersinskirts.com.

Those of us fortunate enough to watch *Pioneers in Skirts* know that equality and Equal Pay were both addressed as topics in this film. We celebrate our members who use art, like film, and accompanying presentations to advance important issues and be a force for positive change. As our president, I'm honored to serve NFBPWC with Lea-Ann W. Berst and Ashley Maria. I invite each of you to look around at our fellow members. Let us recognize the phenomenal women, and men, who are working to live our mission forward through inspiring actions and words. Join the committees that interest you at the local, national, and international levels. You each have the power to make a positive impact!

We begin April with a Board of Directors meeting on the 6th (all members welcome) where we will discuss Equal Pay for women. We continue our efforts the next evening with a "Leadership in Uncertain Times" series for 6 consecutive Wednesday sessions presented by the Lifelong Leadership and Learning Committee. On April 23rd we will celebrate Earth Day with singer and songwriter, Laurie Dameron, for

the Spaceship Earth multimedia presentation at our weekly Friday Conversations event. On Saturday, April 24th NFBPWC will host our inaugural **Earth Day Summit** presented by our Environment and Sustainable Development Committee.

Our dynamic and inspiring group of members is growing and attracting amazing individuals and opportunities. We are inspiring people across the globe! Let us celebrate NFBPWC, our inspiring Board, and our roles as leaders and members of this organization as we journey through 2021! I look forward to leading NFBPWC as we work together to continue our efforts to accomplish the following goals:

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

Let us remember to celebrate and honor one another, as each member brings their own gifts to the conversation. Our Executive Committee wants each of you to have the opportunity to provide constructive input and to find your own unique path in this organization. You have a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization!

NFBPWC is lighting a path for our future that promotes solidarity, diversity, inclusion, innovation, and fun in 2021. 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)



NFBPWC is pleased to welcome 6 new members in the last 30 days.

Marie Antoine - South Florida

*

Donna Pleasants - South Florida

*

Kalee Carmel - Virtual Chapter

*

Suzette Cotto - Virtual Chapter

*

Lynn Dalbeck - Virtual Chapter

*

Carmen Vincent - Virtual Chapter

Be sure to reach out a welcoming hand to our new members!

Virtual Club | NFBPWC Benefits

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 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>.
- 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

Greetings NFBPWC Friends and Family!

As they say, March comes in like a lion....and in 2021 it looks like it's going out like one too. While

we have certainly had some interesting weather across the country, I am actually referring to different kinds of storms (so to speak) ... some "good," some "bad" all prompting me to ROAR in one way or another.

Let's address the hard stuff first, shall we?



Fresh on our minds as we officially enter the Spring season is the sad and tragic reality that, at least in the United States, the evolution of a "return

to normal," unfortunately may also mean a return to the loss of life because of mass shootings. As with any complex issue, the contributing factors at the core of both tragedies run deep and are multi-layered. Our Advocacy Platform addresses many of these issues and, regarding the portion where we have affirmed that we: "Support universal background checks for all firearm purchases," I would like to call your attention to **H.R. 8: Bipartisan Background Checks Act of 2021** which was introduced by Mike Thompson, Representative for California's 5th Congressional District on the first of March. This bill passed the House on March 11th and on March 18th was considered by the Diversity and Inclusion committee

in the Senate. You can follow its progress in the Senate [here](#).

Obviously, the introduction of universal background checks is far from a comprehensive solution, but we must start somewhere. Sometimes I find myself almost too afraid to ask, "What will it take?"



While I urge our members and friends not to "move too quickly" past these atrocities, I do recognize that, in many ways, we must go on and allow ourselves to find and cherish moments of peace, joy and even celebration and with that, I am very happy to be able to remind you all that March 17th did indeed prove to be "lucky" for those who believe in, support and fight for womxn's rights ... *but let's be honest, luck had little to do with it.* We know how hard and how long this journey has been (and may continue to be), but we can find a renewed and invigorated sense of hope in the House having passed both H.J. Res. 17: Removing the Deadline for the Ratification of the Equal Rights Amendment AND H.R. 1620: Violence Against Women Act Reauthorization Act of 2021 on that day. Both are now headed to the Senate. The overall mood for the possibility of both pieces of legislation moving forward successfully is a positive one but I'm certain we all know that in no way means we are done and have won the fight. Let us continue to stay vigilant and persistent.

Yours in Solidarity!

All the Best!

Please be sure to read this month's contributions from Pennsylvania member and ERA Director, Nancy

Werner and Michigan member and LGBTQ+ Lead, Susan Oser.

Sources: <https://www.dreamstime.com/photos-images/lion-fury.html> <https://www.ceasefirechicago.org> www.lwvc.org

OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** **OPEN**
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **Book Club Director:** Dr. Kaea Beresford
- **LGBTQ+ Leads:** Dr. Chanel Heermann and Sue Oser
- **Education Director:** Evie Hudak

- **Voting Rights/Elections:** Armen Yedalya, Esq.

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

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

Advocacy Team LGBTQ+ Report – Homelessness and Allyship for the Unhoused

By: Susan Oser, NFBPWC Advocacy Team LGBTQ+ Lead, BPW Michigan Member

The Unhoused LGBTQ+ Population – Part 2

In a previous article, we looked at some basic statistics of LGBTQ homelessness.

Here are a few from singer Cyndi Lauper's organization True Colors: <https://truecolorsunited.org/our-issue/>

LGBTQ Youth are 120% More Likely to Experience Homelessness.

According to a recent study from Chapin Hall at the University of Chicago, LGBTQ young people are 120% more likely to experience homelessness than non-LGBTQ youth. Right off the bat, these young people are presented with an uneven playing field. True Colors United is working to level that field so that LGBTQ youth are no more likely to experience homelessness than anyone else. It is estimated that while only about 7% of youth in the United States are LGBTQ, 40% of youth experiencing homelessness are LGBTQ.

So, the question you might be asking yourself is:

What can I do?

Here are a few ideas:

1. Educate yourself on LGBTQ issues.
2. Contact organizations like PFLAG and Stand with Trans to connect with those who have experience supporting individuals facing these types of adversity and/or volunteer to help the cause.
3. Donate money or time to places who could use your support at this crucial time.
4. Be an ally and stand against homelessness and stand for the LGBTQ+ community.
5. Show unconditional love, support, and acceptance.

All of these are fairly simple ideas, and while the statistics may seem overwhelming, please know that doing any, some, or all of them can have an impact. If you would like to help or share some of your own stories to be included in this section, please contact advocacy@nfbpwc.com for more information.

Advocacy Team ERA Report – ERA in the First 100 Days

By: Nancy Werner, NFBPWC Advocacy Team ERA Director, BPW Pennsylvania Member

Advocacy –Equal Rights Amendment. “Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex” needs to be placed into our Constitution. While most states have laws prohibiting discrimination of any kind based on sex, proponents of the ERA say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.

Update – Wednesday, March 17, 2021, the United State House of Representatives wasted no time on bringing H.R. Res. 17- the ERA to the floor. Watching on C-SPAN the speeches were more than a lesson in knowledge of understanding the Equal Rights Amendment. We know what it will do for men and women. I was puzzled a few times with some comments that I heard. I wondered who had done the background research for some Representatives. But I was thrilled when the vote was taken, and the outcome was 222 for and 204 against. Rep. Jackie Speier (D/CA) and Rep. Tom Reed (R/NY) introduced their bi-partisan companion legislation in the House of Representatives with 203 sponsors on January 21, 2021.

President Biden applauded the House’s efforts. He stated, “Long past time that we enshrine the principal gender equality in our constitution. No One rights should be denied on account of their sex.”

All well and good but now to the most challenging part. The Senate. Looking ahead how will it pass the Senate if we need 10 more Senators to join the 50 Senators who have signed on as sponsors. We must really think through this strategy. As I mentioned before we need to be calling our Senators and discussing our ERA NOW. We cannot wait.

Forget about that two-year time frame that I mentioned last month. We must do our calling, visiting, emailing whatever takes to get the ears of our Senators to hear us NOW. Lilly Gioia, our PA Legislative Lady, has done another exceptional job on reporting on what she has learned about the ERA. Please find her column under Pennsylvania. She shares that Conservative Women are rejecting the ERA Adoption. We also had a Federal Judge recently rule that the three states acted too late to ratify ERA. Finally, Lilly has explored that 50 Faith groups have joined together to support the Equal Rights Amendment. We will keep you updated.

From the Desk of the Secretary



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

Could Equal Pay Day be a Thing of the Past?

Whether we are talking about equal treatment, equal rights or equal pay, changes won't happen on through women-only efforts. Women will not make these changes on their own. They may lead the effort, lead the conversation, even lead the fight...but without showing how "equal ..." benefits all, the fight is hard. The "win" must be a win for all.



To that end, anyone who spends any time with me, knows my focus is on how do we engage and create allyship and understanding with those we feel are keeping us from taking our rightful place on the stage.

I would not presume to speak so eloquently on this topic, or to rewrite someone else's words. But I do ask you – how engaging is the title of this article?

"Equal Pay Day 2021: 5 Things Men Can Do to Close the Gender Gap"

Presented by Katie Kindelan on March 24, 2021 – this is not a very long read, but she makes a very good case for her 5 points, all of which we might consider embracing and using to strengthen our arguments and create better allyship to close that gender pay gap.

To synopsise her ideas – she advocates for sponsorship, mentoring, and coaching. She suggests transparency in pay issues and specific efforts regarding paternity leave. Finally, she considers the great value of speaking up, especially when women are not present, and recognizing unconscious bias.

I found this article insightful and it encourages me to dig deeper into not just sharing the same rhetoric, but finding new paths toward our ultimate goal – which I think should be to see the last Equal Pay Day recognition.

I have included the link below, to the full article from Kate Kindelan.

<https://www.yahoo.com/gma/equal-pay-day-2021-5-080000729.html>



Warmest Regards

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

Meet Lusine Aleksanian! Located in Hollywood, California, Lusine is a member of the BPW Hollywood Chapter. Lusine is currently applying to medical school in pursuit of a career in medicine while working at an integrative mental health outpatient center. She also loves to journal and sketch in her spare time, and she advocates for ending animal cruelty and saving the environment.

Question: What brought you to this career path?

The unpredictability of my ethnic background coincides with unpredictability of my choice to pursue a career as a medical doctor. I am a non-traditional prospective medical student, and this basically means that I did not always want to be a medical doctor. Actually, when I was 10, I really wanted to be a biologist. However, my experiences and a specific neuroscience course I took as an undergraduate was truly why I have a strong passion to study medicine. So far, my education has provided me with the fundamentals of psychology, and I've learned the importance of the body & brain relationship. However, this same experience has motivated me to further my education and expand my knowledge in understanding the scientific roots of the human brain. I believe choosing a career path in the field of medicine allows an individual to use the most complex organ in the universe, our brain, to its fullest potential with the benefit of significantly improving the quality of human life.

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

I first discovered BPW from an established BPW member. From the moment I joined this organization, I have met the most inspiring group of women that have empowered me in all aspects of my life both professional and personal. They've really expanded my knowledge in understanding the

mission to achieve equity for all women in the workforce through advocacy, education, and information. There have been several memorable experiences however if I had to choose, it would be celebrating Hollywood BPW's 100th anniversary via zoom. It was an honor to gather with fellow BPW members via zoom and spend an evening recognizing the achievements and accomplishments of past and current members throughout the years. I find it especially

rewarding to hear the one-of-a-kind stories in each member's life, because each person's unique qualities intrigue me.

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

To continue to empower one another and to always remember that TOGETHER we can achieve more.

You can read more from Lusine's interview 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>



Denim Day April 28, 2021 – by Sandra Thompson

By: Sandra Thompson
Immediate Past President, NFBPWC



DENIM DAY APRIL 28, 2021

April is Sexual Assault Awareness month

What is sexual assault? Sexual assault includes any sexual behavior that is against the will of another person. Types of sexual assault include rape, sexual battery, child sexual abuse, incest, same-sex assault, and sexual harassment.

Did You Know?

- Every 2 minutes someone in the United States is sexually assaulted.
- 1 in 5 women will be sexually assaulted while attending college.
- Each year, approximately 293,000 people are sexually assaulted.
- 42% of college women who are raped tell no one about the assault.
- 1 in 4 girls and 1 in 6 boys will be sexually assaulted before their 18th birthday.

Do you know why we have denim day? It is not a day of celebration it is a day to remember.

Denim Day is a rape prevention education campaign that raises community awareness about the devastating impacts of sexual violence and how to prevent it.

The story of Denim Day goes back to 1992 in Italy when an 18-year-old girl was raped by a 45-year-old driving instructor. He was taking her for her first driving lesson, and he took her to an isolated area and pulled her out of the car, removed her jeans and raped her.

She was brave enough to report the rape. The man was arrested, prosecuted and convicted. He was sentenced to jail. Several years later, he appealed the conviction saying the sex was consensual. The Italian Supreme Court overturned his conviction, and he was released. The statement from the Court said that the victim was wearing very tight jeans, she had to help him remove them and by removing the jeans it was not rape but consensual. This has become known throughout Italy as the “jeans alibi.”

Enraged by the verdict, the women in the Italian Parliament launched a protest wearing jeans on the steps of the Supreme Court. The international media picked up the protest and this inspired the California Senate and Assembly to do the same on the steps of the Capitol in Sacramento. Patti Occhiuzzo Giggans, Executive Director of Peace Over Violence, saw this and thought everyone should be wearing jeans to protest all of the myths about why women and girls are raped. Denim Day in Los Angeles was born in April 1999 and has continued annually.

Show your support by wearing denim on April 28th. Encourage your family and friends to do also participate. Share your pictures on social media.

Quilt With Me, Won't You? – by Barbara Bozeman

By: Barbara Bozeman, NFBPWC Secretary

QUILT WITH ME, WON'T YOU?

A DIGITAL PHOTO QUILT BY BARBARA BOZEMAN

As you can see, the blocks of our NFBPWC Digital Photo Quilt are coming together nicely.

From the sample blocks shown here, you should be able to get an idea of what kind of images you might like for your block.

If you would like to participate, **please forward 5 images** that you feel represent your personal history.

One of the photos should be a good “face shot” of you. Doesn't have to be a portrait, can be casual. Whatever else is scenic in the image does not matter, except you need to be the only **person** in the picture.

Please forward your images to:

barbara.bozeman@ymail.com

with the subject line stating

“QUILT FOR BPW”

*we will be asking all participants to sign a general release for use of their likeness in this effort. Images provided will not be used in any other context than this digital photo quilt.



Environment and Sustainable Development Committee



By: Hyon Rah, NFBPWC Virtual Chair, NFBPWC Environment and Sustainable Development Committee

Aftermath of Storms and the Vulnerability of the Power Grid

It has been over a month since the winter storm caused power outages in over four million households in Texas, affecting about half the state's population. The power outages meant no power to pump water and treat wastewater, disrupting the water supply. Even in areas where the water treatment system was not damaged, the cold weather caused distribution pipes and pipes in buildings to burst. This not only disrupted the water supply but also wreaked havoc inside the affected buildings, flooding people's bedrooms, kitchens, and bathrooms and damaging their walls and ceilings. Many who were fortunate enough to still have running water found themselves under boil water orders. Days after the storm, over 14 million people—about half of Texas' population—were left without access to clean, running water at their homes. News reports of Texas residents lacking water access continued to emerge well after 15 days post-storm.

In Houston, 25% of the city's residents were affected by the various water issues brought on by the storm. Many homes were left uninhabitable, leaving their residents essentially homeless until the plumbing and structural issues at their homes are addressed. There is a huge backlog of over three months for requests for plumbing repairs, which are essential for getting the homes back to livable states. In Dallas, a city of renters where only about four out of ten residents own their homes, renters were at the mercy of owners and utilities to take responsibility for the repairs and provide water. For the renters in uninhabitable units with water damage, including mold and leaky roofs, relocating to safety posed a logistical nightmare. All this hit the lower-income families the hardest, many already behind in their rents due to the economic peril from the pandemic.

As a sustainability and resilience strategist, the discussion I would like to have in the storm's aftermath is about how to address the vulnerability of the power grid to unexpected events, which are arguably becoming more frequent due to the changing climate. Possible strategies range across different scales and stakeholders. These include not only household-level energy efficiency measures (including proper insulation) and renewable energy-storage solutions, but also municipal approaches, including cold-proofing power plants and water pipes, and decentralizing energy and water supply and treatment systems.

The members of the Environment & Sustainable Development Committee will dive more into this issue and others as part of celebrating Earth Day this year, on Saturday, April 24th at 1pm EST. More details for the event, including the registration link, are below:

NFBPWC Earth Day Summit

by and for Business and Professional Women

Join NFBPWC, one of the oldest professional women's organizations in the U.S., for an Earth Day Summit where we'll discuss the interdependencies between the environment and the health and well-being of the communities we live and work in.

This Earth Day, you are invited to join the members of our Environment & Sustainable Development (ESD) Committee for discussions about the impact of the environment on our daily lives, including how seemingly distant events, such as weather-related disasters, are in fact closely related to the choices we make as individuals and as a group.

This event will showcase the stories of five professional women, each from different career paths and locations around the country, working together to make the communities they belong to more sustainable, equitable, and resilient.

EARTH DAY SUMMIT 2021

04 • 24 • 21

1:00PM - 2:30PM ET

REGISTER:
[NFBPWC.ORG/EVENTS](https://www.nfbpwc.org/events)



The event will open with an original song and a visual presentation by Laurie Dameron, an award-winning singer-songwriter, followed by fast-paced presentations by four female leaders.

This event will be held via Zoom. The link to join will be emailed to all registered participants closer to the event date.

Agenda

- *Welcome* by Megan Shellman-Rickard (President, NFBPWC)
- *Opening Act* by Laurie Dameron (Award-winning Singer-songwriter and Chair of Environment Committee, BPW-Colorado)
- *The Big Picture: Interdependencies* by Hyon K. Rah (Sustainability & Resilience Strategist, Educator, and Chair of Environment & Sustainable Development, NFBPWC)
- *The Land We Share: Soil Health, Pollinators & Food* by Marikay Shellman (Visual Artist, Author, and a Rancher)
- *The Water We Drink: Water Quality & Equity* by Susan Oser (TESOL-Certified Teacher and an Editor)
- *The Air We Breathe: Health Impacts of the Environment* by Daneene Monroe Rusnak (Registered Nurse and Vice President of Advocacy, NFBPWC)
- Recap & Closing

There will be post-event breakout rooms for informal discussions.

You can register for the event here:
<https://www.nfbpwc.org/event-4192255>.

Join us!

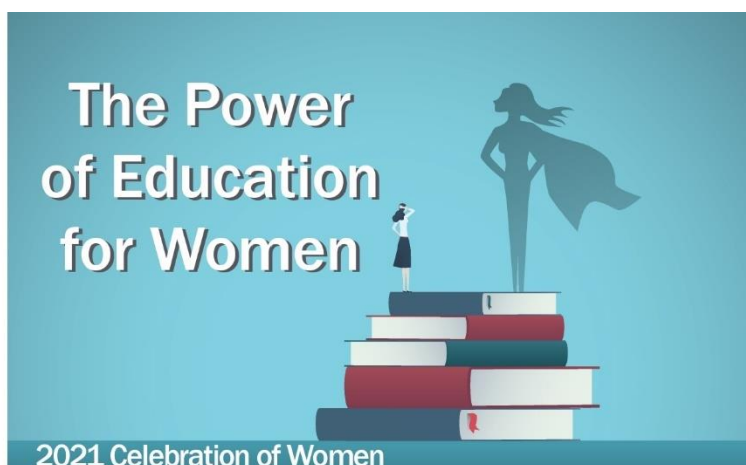
Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member



Buy Bee-Safe Plants.

85% of flowering plants require an animal – usually an insect – for pollination. Look for a “Bee-Safe Neonicotinoid-Free” sign on plants. Let your garden center know that you want to select plants and organic seeds that have been produced using pollinator-friendly practices, free from pesticides that may harm pollinators.



Thursday, April 29, 2021

Virtual Event 6:30pm – 7:30pm

Register at CWEF.org

Suggested Registration Donation: \$25.00

Minimum donation: \$5.00

Funds raised help provide scholarships.

Presented by:

Business & Professional Women of Boulder
Colorado Women's Education Foundation



Health Committee Report

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

All things Covid-19 Vaccine these days. American Lung Association created a page that I found informative. It includes a video on "Why It's Important to Get Vaccinated This Year," a section on the history of vaccines, and information on how vaccines get approved. Also on this page is a link to a "Vaccine Tracker," and I was surprised to learn that there are several more vaccines undergoing safety trials and large-scale efficacy tests.

I am concerned that there has been some rationalizing about "vaccine shopping," comparing efficacy rates and searching for the "best" vaccine. There are pros and cons to each vaccine, and to reiterate Dr. Fauci at a recent White House briefing:

"The vaccine that's available to you – get that vaccine" – Dr. Anthony Fauci

When it is your time to get a vaccine or if you are offered one, do not delay, because our goal here is to reach herd immunity. There will be some members of

our communities that will be unable to receive a vaccine – despite wanting one, due to allergies or other medical conditions. So, we must work collectively towards the goal of herd immunity so we can all move towards a *New World*.

For those of you that have received vaccinations. The Centers for Disease Control (CDC) has released guidance gatherings and also precautions to continue taking. Fully vaccinated people are still encouraged to wear masks and continue to participate in social distancing in public. There are certainly reasons to continue these precautions, including the different variants that have emerged over the past few months, but I also think it's nice to stand in solidarity while we patiently wait for the other groups to be eligible.

Resources:

American Lung Association Page with Video and Vaccine Tracker:

<https://www.lung.org/lung-health-diseases/wellness/vaccines>

CDC Recommendations for Fully Vaccinated People:

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>

Vaccine eligibility can vary from state to state. You can find out if you are eligible by scrolling to the bottom of this page and selecting your state.

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/recommendations.html>

Lifelong Leadership & Learning (L3) Committee Report

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC



The Lifelong Leadership & Learning (L3) Team is excited to partner with the NFBPWC/United Nations Commission on the Status of Women (CSW) Team on the March 10-18, 2021 screening and panel discussions on the award-winning documentary, "Pioneers in Skirts." Anticipating a huge crowd of virtual participants, NFBPWC wants to encourage further interest in our organization. The L3 facilitators will be offering a series of workshops in April with the working title, **"Leadership Skills to Fast Track a Post-Pandemic Recovery."**

More details to follow!

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)

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

Your L3 Certified Facilitators are standing by!

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

Mentoring Committee Report

By: Dr. Trish Knight
Committee Chair, Mentoring Committee, NFBPWC

The member-benefit Mentoring Program opened for session one applications on January 1 and closed on February 15. We were able to match several teams from the early applications.

The second session will be opened for applications on **May 1**.

There are a few steps in the process. First, an application must be filled out noting either or both your mentoring expertise/skills in an area and the mentee area in which you would like guidance.

Second, the Mentoring Program team will review the applications and attempt to find the right matches. New matches will be asked to have an initial meeting to establish that 1) they are the right partners, 2) goals can be established for a successful outcome, and 3) a time-frame for the mentoring process is established.

Third, the new team will be sent a Mentoring Agreement to document the goals and time-frame.

Fourth, the Mentoring Program Chair will contact the participants at random points to check on their progress and ensure that teams are working.

Fifth, your team will be asked to submit evaluations of the process. This is invaluable feedback for the program as we move forward to determine future processes.

We have a plethora of expertise among our members. Become a mentor! I know there are many of you that are yearning to find someone to learn from and gain an understanding of something. What do you want to learn? Vocalize an area of interest in an application so the Mentoring Program Team can find a mentor to assist you. We want to find a suitable mentor to guide you on your learning journey.

- Are willing to go online and fill out the application?
- Be your own self-advocate for your talent area and skills.
- What is your heart's desire to do, learn, or become?

Applications will be available online on May 1. There are no age limits.

www.nfbpwc.org/Mentoring-Program



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Flor Dimassi
CEO

Providing accurate, professional translation and interpretation services worldwide.


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We have a referral program and will offer a special discount to readers who mention this ad.

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Budgeting for Today...and Tomorrow

When: Apr 8, 2021 07:00 PM Eastern Time
(US and Canada)

Register in advance for this webinar:
us02web.zoom.us/join/wn_d6h3nar6th0yofica6ogpw

919-564-9933 | faith@tothepointbookkeeping.com
www.ToThePointBookkeeping.com

Military-Affiliated Women Report

By: Barbara Bozeman, NFBPWC Military-Affiliated Women Chair, BPW North Carolina Member

This information was brought to my attention and is presented with the approval of the petition author. If reading the substance of this petition, inspires you to want to support it, please go to the link below, to add your signature to the petition.

Civilianize U.S. Army's Criminal Investigative Division for investigation of Sexual Assault Allegations



To: Secretary of Defense; Secretary of the U.S. Army; U.S. Senate & House Committees on the Armed Services

Petition Text

We demand that the U.S. Army have professional civilian investigators investigate allegations of sexual assault and harassment taking the investigation out of the victim's chain of command.

Why is this important?

For decades, both female and male survivors of sexual assault in the military have had their allegations disbelieved and dismissed by their superiors in their chain of command. In addition, many survivors who have made reports of assault have been bullied and threatened by their perpetrators without intervention by the chain of command. Women service members have especially been brutalized. Most victims do not report the violence out of a well-based fear of retaliation.

Many military careers have ended because of the failure of the chain of command to take allegations seriously and to properly investigate and punish those responsible. The U.S. Army culture is incapable of effectively handling allegations of sexual assault and too often the chain of command prevents proper adjudication of such serious charges.

After the Navy's Tailhook sexual assault scandal two decades ago, the Navy Investigative Service (NIS) was changed into the Naval Criminal Investigative Service with a civilian director and the entire investigative structure civilianized.

That Navy civilian structure stands in stark contrast to Army Criminal Investigative Division (CID), which is led by military police officers who are not criminal investigators. Army CID is also distinct from the Air Force Office of Special Investigations, which is not totally civilianized but does have investigative agents leading the organization.

The Provost Marshal General of the U.S. Army General Donna Martin said CID has not had "significant structural change" in 20 years, "and yet we have had significant, quadrupling cases of sexual assault."

It is critical that the Army has professional civilian investigators to investigate military sexual assault charges and take the investigations out of the hands of those in the military chain of command of the perpetrators.

<https://diy.rootsaction.org/petitions/civilianize-u-s-army-s-criminal-investigative-div-for-investigation-of-sexual-assault-allegations>

Links for additional information:

Veterans For Peace <https://www.veteransforpeace.org/>

Service Women's Action Network <https://www.servicewomen.org/>

Austin orders new steps to curb sexual assault while panel studies the problem
<https://bit.ly/2Qf4ExT>

Should the military continue to be allowed to police itself on sexual assault? Retired general and Pentagon weigh in.
<https://bit.ly/3tA0Qpi>

Spc. Vanessa Guillen case could be Army CID's 'Tailhook scandal'
<https://bit.ly/3bWp4nR>

Remove Prosecution of Sexual Assault from Military Chain of Command
<https://bit.ly/3r1RxNj>

NGO Committee on Migration Report

By: Kathleen Ray, Member of NGO Committee on Migration, Subcommittee Countering Xenophobia & Social Inclusion; and LaGrange-Chicago BPW Member

The mission of the NGO Committee on Migration is to encourage the protection and promotion of migrants' human rights in accordance with the United Nations Charter. As a member of the Conference of Non-Governmental Organizations (CoNGO), this committee is in consultative relationship with the United Nations. <https://ngo-migration.org/>



Since March was very much a celebratory month, as indicated by the following dates,

*March 8 - International Women's Day

*March 15-26, 2021 - United Nations Commission on the Status of Women (CSW65)

On March 11, the NGO Committee on Migration arranged a panel discussion on topic of migrant and refugee women's resilience, agency, and leadership, with presentations by the following:

- Dr. Lina Abirafeh - Executive Director of the Arab Institute for Women at the Lebanese American University
- Giovanna Oaxaca - Program Director, Migration Policy, Evangelical Lutheran Church of America
- Niurka Meléndez - Founder, Venezuelans and Immigrants Aid

This was indeed a conversation on the importance of migrant women's leadership, meaningful participation and decision making in creating more equitable and inclusive societies, and overcoming barriers to exercising agency.

For a side event during UN-CSW65, the NGO Committee on Migration had collected and posted online short videos where families and individual migrants tell their stories.

Digital Training Committee Report

By: Judy Bell and Marsha Riibner-Cady
Digital Trainers, NFBPWC 2020-2022

The Digital Training committee invites you to join us the first Wednesday of the month for Wednesday Web Wisdom Training. Our goal is to help you and answer your questions about the NFBPWC.ORG website, navigating Zoom, and Google and other platforms upon request.

We have had a request for someone to speak with us on Snapchat and web-based fundraising. If anyone is able to share information on these topics, contact Judy or Marsha at digitaltraining@nfbpwc.org.

On March 3, 2021 we focused on Instagram and Twitter! A special thank you to our presenters, Barbara with Instagram and Judy with Twitter. We appreciated our loyal attendees: Emily, Linda, and Nancy! (Marjorie was excused due to the Hollywood 100th celebration, but we hope to see her again in April.)

Do you want to know more about Twitter? Please review this link to the social media committee article on page 26 in the March 2021 NFBPWC newsletter:

<https://www.nfbpwc.org/resources/Documents/NFBPWC%20Newsletters/NFBPWC%202021%20March%20Newsletter.pdf>

The next meeting is April 7, 2021. The training will start at 5pm Eastern, 4 pm Central, 3 pm Mountain and 2 pm Pacific on Zoom. We are pleased to announce that we have a special program planned with Barbara explaining Pinterest. Everyone is welcome.

Meeting ID 973 5734 4293 and Passcode 241625. or click on this link:

<https://zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIWFWhiSVBldz09>

Please join us at any or all these meetings: the meetings will be on April 7, 2021, May 5, 2021, and June 2, 2021. Other meetings will be posted as we approach those dates. If you are unable to attend this W-3 Training feel free to contact the Digital Training Team to arrange an alternate time at digitaltraining@nfbpwc.org.

Thank you and be well!

Website Committee Report

By: Lea-Ann W. Berst
Website Special Committee Chair, NFBPWC 2020-2022

Link: <https://www.nfbpwc.org/>



Social Media Committee Report



Sue Oser and Marsha Riibner-Cady
Social Media Co-Chairs

Why do we have social media platforms? Pt. 3 –

Instagram by Barbara Bozeman, NFBPWC Secretary, contributed this article.

Instagram is a mobile photo-sharing social media app where users can share both privately and publicly.

Unlike Facebook and Twitter – Instagram's communication priority is photos. It is a well-researched and documented position that the images are a common language and the brain processes/accepts images more readily than words. Okay, so

that's going down the rabbit-hole a bit, but it makes sense why this social media platform is so popular.



Not everyone is on Instagram – or has to be. Recently, at the last Wednesday Web Wisdom, we talked about how to get started with Instagram. Here are some of the highlights.

What is Instagram for? For the average person, Instagram is a way to communicate quickly, using photos. The signature square image has been an Instagram standard since they began more than 10 years ago. However, that has changed to include accepting horizontal and vertical images and videos as well. But the quickly recognized square image is still the norm.

If you decide to open an Instagram account, the best way to do it is by being prepared ahead of time. If you ever tried to do your taxes without gathering your paperwork first, you will know what I mean. To make a good clean start, here are some things to do to be prepared:

Getting Ready: Know how you want to connect -by Facebook, email or by phone. Have a UserName (with alternate choices), a photo and an initial post ready to go. Initial posts should be a big friendly "hi" of sorts.

Here is an example of what I might use for my initial images.



Suggested initial posts might be: "Dawn of a new era!" or "A smile is a great introduction!"

Instagram can be a lot of fun, a great way to connect with friends and meet others with shared interests. Hope to see you there!

****** As with most social media platforms, not long after it started gaining in popularity, businesses realized this was another platform on which they could leverage brand awareness / sales. This will be covered in a future article.

By Barbara Bozeman, NFBPWC Secretary and guest contributor to the Social Media and Digital Training Committees.

What is happening in April?

April is National Poetry Month. Do you have a favorite poem that you like? Do you write your own poetry? This is a great month to share this wonderful art on your social media platforms, as meeting or happy hour topic, or even to learn how to write one yourself.

April is also the month of:

Child Abuse Awareness, Military Child Awareness, World Autism Awareness Day and World Health Day, and many more active things including Easter, Passover, and other religious celebrations.

What is coming in May?

Mother's Day, remember to wish everyone a happy mother's day. All of you are moms to 2 or 4 legged creatures, aunts, cousins, godmothers who have molded "children" in your life. Happy Mother's Day to all from your social media committee!

May is the month of:

Blood Pressure awareness, Foster Care, May Day, Cinco De Mayo, Mother's Day, and Memorial Day.

Past social media article links:

Facebook Article:

<https://www.nfbpwc.org/resources/Documents/NFBPWC%20Newsletters/NFBPWC%202021%20January%20Newsletter.pdf>

Twitter article:

<https://www.nfbpwc.org/resources/Documents/NFBPWC%20Newsletters/NFBPWC%202021%20March%20Newsletter.pdf>

Remember: If you have any questions about social media, need something announced, etc. Do not hesitate to contact us at socialmedia@nfbpwc.org

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_usa/



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








LADIES, YOUR HEALTH IS IMPORTANT!

The **Good Health Program** was designed to help NFBPWC members and their families save on costly health care and wellness expenses. Enjoy discounts on telemedicine, vision, dental, prescription drugs and more!



Good Health Program makes it easy to save money on the care you need. As a member, you can save 15% to 50% on your prescription medications along with vision care savings of 15% off contact lens exams. You'll also see dental savings of 20% to 50% off most dental procedures. Plus, as an added bonus, plan members will receive virtual access to round-the-clock doctors and mental health professionals. Sign up for the Good Health Program today and start saving!

GOOD HEALTH PROGRAM FEATURES:

-  Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more
-  Save on eye exams, contact lens exams, glasses and more
-  Save on generic drugs and brand name prescriptions
-  Direct access to state-licensed and fully credentialed doctors, via phone or video consultations
-  Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

DialCare Physician Access is a modern, easy-to-use telemedicine solution for non-emergency illnesses and general care. Members and their families have direct access to state-licensed and fully credentialed doctors, via phone or video consultations, to receive treatment and advice for common ailments, including colds, the flu, rashes and more.

Mental Wellness

DialCare Mental Wellness is a program designed to provide safe, secure and private means of seeking mental health assistance from licensed counselors via virtual or telephonic counseling sessions.

A consult fee of \$70.00 applies to all consults.

Dental Care

Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings, and major work such as dentures, root canals, and crowns through one of the largest dental networks nationally with a focus on neighborhood dentists.

Vision Care

VSP Vision Savings Pass is a discount vision program that offers savings on eye care and eyewear. Members receive Exclusive Member Extras and special offers in addition to access to discounts through trusted, private-practice VSP doctors on eye and contact lens exams, glasses, and sunglasses.

This plan is not insurance.

Not available in WA.

Prescriptions

Members are entitled to prescription savings from 15% to 60% off the retail price of generic drugs and from 15% to 25% off the retail price of brand name drugs at over 62,000 participating pharmacies nationwide.

Plan Options

 **Member Only**
\$16.00 / month

 **Member + 1**
\$20.00 / month

 **Member + Family**
\$25.00 / month

Use Promo Code **NFB10** for 10% off retail rates.

To learn more about how you can get started today, visit **nfbpwc.solutionssimplified.com** or call us at **(855) 335-2255**.

Disclosures: THIS PLAN IS NOT INSURANCE and is not intended to replace health insurance. This plan does not meet the minimum creditable coverage requirements under M.G.L. c.111M and 956 CMR 5.00. This plan is not a Qualified Health Plan under the Affordable Care Act. This is not a Medicare prescription drug plan. The range of discounts will vary depending on the type of provider and service. The plan does not pay providers directly. Plan members must pay for all services but will receive a discount from participating providers. The list of participating providers is at nfbpwc.solutionssimplified.com. A written list of participating providers is available upon request. You may cancel within the first 30 days after effective date or receipt of membership materials (whichever is later) and receive a full refund. Discount Plan Organization and administrator: Careington International Corporation, 7400 Gaylord Parkway, Frisco, TX 75034; phone 800-441-0380. This plan is not available in Vermont or Washington.

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2020-2021:

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

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

By: Lynn Brandstater, President, CFBPW California

Spring means it is time for some of our Districts to hold their annual conferences. Club members and members at large as well as guests are welcome to all events held virtually.

Dates to note: Sierra Mar, April 10; Bay Capital, April 17; Valley Sunset, April 24.

Please contact me if you wish to attend any of the meetings.

One of the primary topics of discussion will be the future of the District model. Our State members function at the club, District, State, and National levels. Many members hold offices at more than one level. Each District will discuss the best leadership model going forward to fulfill BPW's mission. Should Districts disband, suspend operations for a time to assess options, or move to a new type of organization? Open discussion about leadership models and training needs for newer members hopefully will spark renewed energy for all members.

On April 14, Burbank club member Gloria Salas will be honored by the YWCA for her many contributions to community efforts.

And, April 15 is the birthday of longstanding Burbank club member Margaret Prickett. Her longstanding commitment to saying "yes" to help when needed, despite health issues, is a shining example of our theme: Advocate, Believe, Communicate.

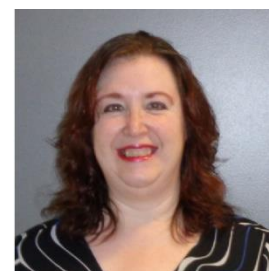


Sher Singh, middle left, National Chair of Diversity, Equity, and Inclusion, addressing the topic at this year's Public Policy Conference. Kudos and thanks!

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>

BPW Colorado Green News

You Can Make a Difference!

This April 22nd will be the 51st anniversary of Earth Day – my favorite holiday!

I'm also cheering because I always try to make these "Green News" upbeat. Though I have days when I get down and think of quitting my environmental work, I've learned not to make important decisions when I am in such a state of mind because I know that I always get back up on the horse. I've also learned to let inspiring stories spur on my commitment, tales like "The Starfish Story" by Loren Eisley:

One day a man was walking along the beach when he noticed a boy picking something up and gently throwing it into the ocean. Approaching the boy, he asked, "What are you doing?"

The youth replied, "Throwing starfish back into the ocean. The surf is up and the tide is going out. If I don't throw them back, they'll die."

The man laughed to himself and said, "Don't you realize there are miles and miles of beach and hundreds of starfish? You can't make a difference!"

After listening politely, the boy bent down, picked up another starfish, and threw it back into the surf. Then, smiling at the man, he said..."I made a difference for that one."

A new way I plan to make a difference is by becoming a Peer Support Specialist with the Colorado Wellness Mental Health Network. Recently, I spent three weeks in training to become certified to practice, and can now apply to organizations helping people recovering from alcohol, drug, or mental health challenges. I can't say enough about the many valuable things I've learned as a result of this program! Of course, I will only work part-time as a Peer Support Specialist, as my environmental and music work are too important to me to give up.

You can help make a difference in the world, too! Please consider attending our National Business and Professional Women's Clubs Earth Day event on Saturday, April 24, at 11:00 a.m. Mountain Time. Find the zoom link at <https://www.nfbpwc.org/Environment-Sustainable-Development> or send me an email at LDameron@BPWColorado.org. (If you write me you can also sign up for my monthly newsletter to find more events like this one) Our new NFBPWC Chair of Environmental and Sustainable Development, Hyon K. Rah, has managed to get BPW members on the committee, and we'll be sharing a number of important topics on water, air, pollinators, and zero waste.

Other ways you can make a difference is to follow me on Facebook, Instagram, and other platforms – and get your friends and colleagues to do the same! Please do so by clicking the links at <https://linktr.ee/LaurieD>.

Speaking of social media, I'd like to give a special thanks to our two new BPW Boulder interns, Brook Curry (CU Boulder) and Ellie Sheid (Santa Clara University), who are helping me post "Green Tips of the Day" on the Spaceship Earth Instagram site.

Curry and Sheid are also helping with BPW Boulder's annual Celebration of Women event coming up on April 29. Our theme this year is "The Power of Education for Women," and one of the four incredible award recipients is Katie Navin, Executive Director for Colorado Alliance for Environmental Education. We raise funds with this event every year and give the majority of the money to our sister organization, Colorado Women's Education Foundation, which awards scholarships to women of non-traditional age to go back to school. I've met some of these women and heard their stories of how going back to school turned their lives around! Please register for this online event at [CWEF](https://www.cwef.org).

Finally, another way you can make a difference in the world is to join a BPW chapter near you – see <https://www.nfbpwc.org>. (We've fought for the Equal Rights Amendment since 1923. The ERA just passed the House!) Doing so will help in the fight for women's rights and environmental justice!

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

VI. WEAK RESPONSES

56. In the meantime, economic powers continue to justify the current global system where priority tends to be given to speculation and the pursuit of financial gain, which fail to take the context into account, let alone the effects on human dignity and the natural environment. Here we see how environmental deterioration and human and ethical degradation are closely linked. Many people will deny doing anything wrong because distractions constantly dull our consciousness of just how limited and finite our world really is. As a result, "whatever is fragile, like the environment, is defenseless before the interests of a deified market, which become the only rule". [33]

[Read the entire 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>

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

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 2020-2021:

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>

By: Kathleen Ray, LaGrange-Chicago BPW

In March, there were many, many thought-provoking forums, films, and musical renditions. Not only was March 8 International Women's Day, but the United Nations Commission on the Status of Women was held March 15 - 26, 2021, with NFBPWC participating inside events.

Just a few of the events before, during, and after the CSW that I was there for.....



Pioneers in Skirts is an engaging examination of gender parity in the workplace from the perspective of a female filmmaker who was frustrated with her own problems and sexism in the film industry. Director Ashley Maria shares her own story as she follows three girls and their fathers and a young mother. She also travels through the U.S. to investigate working conditions and solutions, while speaking to other women and experts to find ways to address sexism and stereotyping. Lively, comprehensive, and imaginative presentation!

We can be proud that NFBPWC has endorsed this timely film.

<https://www.pioneersinskirts.com/category/movie-endorsements/>

***The Long Shadow*, Film by Director Frances Causey**

This film is a documentary that portrays development of racism and institutional inequality in America. While as a Southerner it took even today a certain amount of courage (okay, let's say a lot) for Frances Causey to develop and direct this film, it took even more a profound desire for truth and justice. She stated that she is now at the stage where, if someone objects to what she says or how, she wants to discuss that: the what and the why. This film is indeed a part of the discussion. Ms. Causey read over 30 books for historical background research and the film lets people speak for themselves, while she speaks about herself and her own family legacy (both good & bad). After the showing was a rare occasion for the viewing group to engage in an hour of direct conversation virtually face-to-face with the film director, thanks to arrangements made by the NFBPWC Cultural Competency Program, which introduced this film to us.

Equal Pay Day - March 24, 2021

This date symbolizes how far into the year women on average in the U.S. must work to earn what men earned in the previous year. National Committee on Pay Equity provides an Equal Pay Day Kit at the following link: <https://www.pay-equity.org/day-kit.html>. On the right is a chart with the average for several categories of women.

Source: Equal Pay Day Chicago info@equalpaydaychi.org

www.equalpaydaychi.xyz

LaGrange Chicago BPWC's Barb Yong has been spearheading an annual rally in Chicago for 10 years. Plans in 2021 still to be determined.

All Women	March 24
Latina	Oct 21
Native	Sept 8
Black	Aug 3
Moms	June 4
Asian	March 9

NFBPWC Michigan

Executive Committee 2020-2021:

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

By: Shirley Zeller, President, NFBPWC Michigan

NFBPWC New York City

Executive Committee:

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

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

NFBPWC North Carolina

Executive Committee 2018-2020:

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

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



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

Our March 18 meeting was attended by guests: Faith Nager from the Chatham County BPW and speaker Dr. Trish Knight.

Dr. Trish gave us a brief overview of the NFBPWC Mentoring program. Thank you, Dr. Trish for telling us all about the Mentoring Program.

Faith shared information about her upcoming seminar, on Thursday, April 8th at 7:00 PM Eastern. The name of it is "Budgeting for Today...And Tomorrow." Here is the link: https://us02web.zoom.us/webinar/register/WN_D6H3naR6ThOYoFica6oGPw

It should prove to be an interactive event. Faith is offering gift certificates to GrubHub or any other food delivery service for people who register by Tuesday, April 6, 2021. There will be a prize for the person who invites the most attendees and another prize at the end of the event.

Dr. Jo Naylor has been posting her lovely earrings, hats and scarves, and "F" bombs on the NFBPWC Marketplace. If you need something for Easter Baskets, she has great items. By supporting her, you also support the Kola rescue center in Australia.

Other information was shared about the ongoing meetings at CSW 65 including a wonderful presentation from Pioneers in Skirts! Our members have also attended the North America/Caribbean meeting and are attending the General Assembly. March has become quite a busy month for us.

Our next meeting is April 15 at 8 pm Eastern. The agenda is to share our "travels around the world" visiting meetings from various events and talk about our next step in supporting the women of our club and beyond. Please contact Marsha at nfbpwcnc@gmail.com if you would like to attend.

NC is always looking for speakers for our monthly meetings, please contact us if you would like to speak with our club. Is your club having a meeting that NFBPWC-NC can also attend? Please let us know at nfbpwcnc@gmail.com or <https://www.nfbpwc.org/North-Carolina>

North Carolina hopes everyone continues to stay positive and test negative!

NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

Jennifer Halloran	President
Jessica Bryan	VP Membership
Autumn Yamamora	VP Programs
Faith Nager	Treasurer
Wendy Tomblin	Secretary
Jean MacDonald	Newsletter Editor



By: Jennifer Halloran, President, Chatham County BPW

Newsletter submission by: Jean MacDonald, Newsletter Editor, Chatham County BPW

Welcome March

In North Carolina, March comes like a breath of fresh air. The temperatures start to warm, the sun comes out and the trees and flowers start to come alive again. It's a great time to be inspired – which comes from the Latin word for “breath.” We can breathe in the new life in the air and feel energized, ready to take on the world.

What will you do with your inspiration this month? Will you reconnect with someone you've lost track of during the past year?

Will you build a strong plan for your business in the coming months? Will you use your energy to garden or paint? I hope you'll also connect to your Chatham County BPW sisterhood. You can do this by coming to our virtual monthly meeting or our in-person Drive-Thru lunch. You can also connect by reaching out with a phone call or even an outdoor coffee, now that the weather promises to feel like spring.

In March, let's be inspired to reach out and connect. Shake off that winter slumber and feel the sunshine!

Article Submission By: Judy Harrelson, Chatham County BPW

Women Making Automotive History

These stories are particularly inspiring to me as I have a personal connection to early 1900 cars. Growing up, my father used to restore 1896-1904 veteran cars, and we'd take them on the London to Brighton Car Run on the 1st Sunday in November each year. When I was 26, I drove our 1903 Oldsmobile solo on the run. After breaking down close to the end, the repair meant I could not completely stop or the engine would shut off and would not start again. It made navigating through the town of Brighton challenging and I was past the deadline of arrival in Brighton waterfront by 1 minute. I heard the announcer say “that's it for this year”... I yelled, blew the “honk honk” horn and he said, “wait a minute, here's one more car... it's a woman!” Cheers erupted in the stands, they welcomed me, I finished the event and earned the plaque for completion.

Here's a toast to the fine women who made big differences in our automotive world. Often without recognition or compensation, these women contributed significantly to automotive history in the early 20th century. Info courtesy of Cassandra Brooklyn with AAA.

Alice Huyler Ramsey

At the young age of 22, in August 1909, Alice was the first woman to drive across country from New York to California. Previously only 16 men had made the journey. Alice drove the 3,800 miles in less than 60 days. Bearing in mind, most roads in early 1900's were not paved! In fact, only 152 of those miles were on decent roads. Alice was recognized for her achievement in 1960 The AAA named her the Woman Motorist of the Century and in 2000 she was the first woman inducted into the Automotive Hall of Fame.

Bertha Benz

In the late 1800's women barely had access to education much less being able to drive cars. Women didn't gain the right to drive until 1900. Bertha was married to Karl Benz, the inventor of Mercedes Benz and she was his business partner! With her publicity skills, Bertha inspired others to purchase the world's first production Motorwagon built in 1885. But that wasn't all... Bertha is credited with devising the world's first brake pads! Since brakes at that time were made of wood, they wore down very quickly and failed. Bertha asked a local shoemaker to install leather soles!

Florence Lawrence

In 1914, Florence developed a mechanical auto signaling arm that with the press of a button would raise a flag on the rear bumper signaling to drivers which way the car was turning. Later Florence went on to devise a similar system, when the driver stepped on the brake, a "stop" sign lifted up from the back bumper. Sadly, she never patented the idea so never received the credit she deserved.

Mary Anderson

Streetcars in the early 1900's had paneled front windows, which means they were split into parts so the driver could move a panel that was snow or rain covered out of his way. That meant everyone in the streetcar were exposed to the elements. Mary sketched a wiper device that would clean the windows. Although she patented her invention, and it's clearly the precursor to today's windshield wipers, she never profited from it.

Dr. June McCarroll

As a nurse and physician, June is credited with a life-saving idea. While driving her Model T, she was nearly killed by a truck in 1917, and she came up with the ingenious idea of painting lines on roads to separate the lanes. When the Board in her town in California turned down her idea, she took it upon herself personally to hand paint a white stripe down the middle of the road on Indio Boulevard. In 1924 California saw the light and became the first state with mandatory centerlines. In 2002, June was finally recognized when the state designated a stretch of I-10 as the "The Doctor June McCarroll Memorial Freeway".

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

March has brought us Spring! Today is Equal Pay Day on March 24th. That is great news coming out of April with \$.82 cents for white women. But our other sisters are less and less in their amount to the dollar. Loved that it made National news and the Morning Joe show.

But...what a thrill to learn that Lilly Ledbetter is coming to a movie theater near you. Yes, the longtime manager at the Goodyear Tire Company who discovered her male colleagues were earning more than she was, has been written into a movie. The director, Rachel Feldman, with co-writer, Adam Prince have written "Lilly." Patricia Clarkson will play the role of Lilly. It will share the struggle that she endured as she took her case to the Supreme Court, only to lose. But she persevered and all the work that she did to make the Fair Pay Act become a reality will be presented. Having President Obama signed the Lilly Ledbetter Fair Pay Act of 2009 as his first official act is her proudest moment in life. I just cannot wait to see it. Stay tuned. Vanity Fair ran an article back in the March 2 issue about the upcoming movie. (Now I got the news from our very own Lilly Gioia this morning. Amazing how the name "Lilly" shows legislative empowerment.)

March also brought us news from Molly Murphy MacGregor, Executive Director and Cofounder of the National Women's History Alliance, that we were accepted as partners. We enjoyed learning that we can attend networking sessions during April. We must let her know which session we wish to attend. We loved seeing our ad in their NWHHA Magazine. Huge thank you to Emily Holgash, one of our PA Affiliate members who established this partnership for us.

We held a Zoom meeting on Sunday, March 7 in the evening. We discussed many topics. Lots about the happenings of NFBPWC.

One huge discovery was the Google entry for NFBPWC. There in the subtopics was "Pennsylvania." When we clicked PA, we were thrilled to see my report and pictures of our group and even the heart colored by Denice Robinson. Now that was a great surprise.!

Our BPW/PA State Board happened on Saturday, March 13 via Zoom. I had the opportunity to encourage my BPW sisters and my PA Affiliate Chapter members to visit the NFBPWC web site and join us on the March 18th Program, "Pioneers in Skirts." I shared my recall of the movie as I had the opportunity to view it back in June 2019 when I traveled to the North Carolina Conference. Ashley Maria and her mother, Lea-Ann W. Berst, shared their documentary and provided a discussion at that time. Well worth the trip to visit with our NC sisters. Encouraged everyone to sign on.

We also discussed the upcoming L3P's six-week program that will feature the revised modules into the topic of "Developing Leadership Skills in Uncertain Times." I shared the dates and the time frame and encouraged everyone to participate.

Also, the special Earth Day Program on Saturday, April 24 was discussed. Sounds exciting that we can take part in this adventure. Just saw we have a new start time of 1:00 p.m.

Emily Holgash and I are really into the digital class with Marsha Riibner-Cady and Judy Bell. Getting into Twitter and Instagram was a dream, but I am finally getting the hang of it.

Our NFBPWC-Pennsylvania on face book is still getting many "likes." We are all learning new information almost daily. Big shout out to Ginny Bailey for her many hours of research and sharing of current information about women and girls. But she also visits our vast history of the stories that came before us. Thank you, Ginny.

Lilly Gioia continues to write another excellent report on the happenings in the legislative arena. She shared that she is constantly watching CSPAN and following everything going on in Washington D.C. and Harrisburg.

We are having our next Affiliate meeting in early June via Zoom. Now, our BPW/PA Convention will be held over a 3 day Zoom on June 10, 11, and 12. One day will be the Board meeting, the next day for our Young Careerist/IDP speakers and finally the Convention gathering on Saturday. But I will continue to share all the exciting work that the NFBPWC is providing.

We are learning that the COVID19 vaccine is being distributed in Pennsylvania and we have members getting both doses or one dose. We are so hoping that we meet in August for a face-to-face meeting at the Penn Stater on August 12. It will be quite the reunion.

But we are hopping along with Zoom and experiencing more activity than ever before. Thank you NFBPWC for leading the way. May you all have a wonderful Holiday week.

Pennsylvania Advocacy Report

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

REAUTHORIZING VAWA PASSES HOUSE ALONG WITH E.R.A. DEADLINE ERADICATION BILL:

H.B.1620 reauthorizing funding for the Violence Against Women Act (VAWA) stuck in limbo since 2019, passed the House by a vote of 224-172 with the support of 29 Republicans on 3/17/21. The New York Times reported that the VAWA renewal included firearms restrictions prohibiting convicted domestic abusers from having firearms, and added those convicted of abusing, assaulting or stalking a dating partner or those under restraining orders. This closes the so-called “Boyfriend Loophole.” This provision led to vehement rejection by the National Rifle Association and a majority of Republicans. H.B.1620 for the first time specifically addresses “revenge porn.” According to the American Journal of Public Health, access to firearms increases the likelihood that an abuser may become a murderer. Domestic violence incidents have increased by 8.1% during the imposition of covid-19 stay-at-home orders, according to a 2/21/21 report by the National Commission on COVID-19 Criminal Justice. The report noted that the stress of increased unemployment, financial insecurity, home-based childcare and schooling, have contributed to a rise in domestic abuse. Newsweek reported that the lock-downs and social distancing measures have also separated abused partners and children from social support networks that could report signs of abuse and help endangered individuals escape. The latest VAWA renewal provides \$40 million to develop violence prevention programs and assist Native American communities. President Biden’s \$1.9 trillion Rescue bill allocates \$49 million for groups aiding domestic abuse survivors as well as housing assistance for people fleeing abuse, sexual violence and human trafficking.

House Joint Resolution 17, removing the deadline from the Equal Rights Amendment also passed the House by 222-204 with four Republicans joining Democrats. Both pieces of legislation move on to the Senate. “I wish that I could tell you that we had more Republican support,” Senator Lisa Murkowski (R/Alaska) said. “Hopefully, we’ll be able to get some traction over here.” Today America remains one of the few countries in the world without any explicit guarantee of gender equality in its constitution. But what is different this time is a renewed appreciation of the amendment’s importance, and a Democratic Senate may help, according to a New York Times report. Kate Kelly, a human rights lawyer and host of the podcast “Ordinary Equality,” indicated that since the pandemic a whole generation of women who thought they were protected and already equal, discovered otherwise. “COVID made visible inequalities that to many were invisible before. Now that inequality is laid bare they can see the desperate need for a fundamental permanent solution,” Kelly said. Representative Jackie Speier (D/CA), who sponsored H.J.Res.17, said after its passage, “It is time for us to stop with the excuses; it’s time to do what’s right and make sure that women are in the Constitution.”

CONSERVATIVE WOMEN REJECT THE EQUAL RIGHTS AMENDMENT’S ADOPTION:

The Independent Women Forum’s Law Center (IWF) filed a Friend-of-the-Court Brief in February opposing the Equal Means Equal E.R.A. lawsuit currently before the First Circuit U.S. Appeals Court in Boston. Referring to E.R.A. supporters as a “special interest group,” the IWF attorneys demanded the E.R.A. suit be rejected. The IWF argues the E.R.A. can’t be added to the Constitution without the “consent of the people.” In August 2020 U.S. District Court Judge Denise J. Casper dismissed Equal Means Equal’s case on the grounds that plaintiffs lacked “standing.” Independent Women’s Law Center Director Jennifer C. Braceras said the plaintiffs “do not speak for all women and cannot bring this case simply by claiming that, as women, they have an interest in seeing the ERA become law.”

The IWF stresses that the ERA failed to garner the support of 38 states within the Congressionally-imposed time period—or, indeed, even by the turn of the century. “The ERA is, therefore, dead and cannot now be resurrected.” The IWF believes that only by starting the entire process again from scratch, will the American

people gain an opportunity to consider the negative consequences “for women and girls” from adoption of the ERA. They quoted the late Justice Ruth Bader Ginsburg’s statement that the amendment should be put “back in the hopper.” The Independent Women’s Forum was originally established for the purpose of defending Clarence Thomas against allegations of sexual harassment. A New York Times Editorial describes the IWF as “a right-wing public policy group that provides pseudo-feminist support for extreme positions that are in fact dangerous to women.” In their opposition to the ERA, the IWF has a strong ally in the Eagle Forum, founded by Phyllis Schlafly, a prominent anti-feminist group determined to defeat the ERA.

FEDERAL JUDGE RULES STATES ACTED TOO LATE TO RATIFY THE E.R.A.:

NBC News reported on 3/5/21 that a lawsuit filed Jan. 30, 2020 by Illinois, Nevada and Virginia Attorneys General, arguing that the Constitution does not give Congress any power to set a time limit on the ratification process, was rejected by Judge Rudolf Contreras in Washington, D.C District Court. Judge Contreras wrote that votes favoring the ERA in all three states “came after both the original and extended deadlines that Congress attached to the ERA.” The case is likely headed to the U.S. Supreme Court. Judge Contreras did not rule on a separate issue involving five states that originally voted to ratify the amendment, but then voted to rescind their approval. He said this ruling expressed no opinion on the merits of the ERA as a matter of policy. “It merely enforces a procedural time limit that Congress set when proposing the amendment.”

50 FAITH GROUPS JOIN TO SUPPORT THE E.R.A.:

Allyson McKinney Timm, Executive Director of Justice Revival, a faith-based non-profit that seeks to mobilize Christian communities, stated that at the time the Constitution was written, women were considered wards of their husbands. They had legal protections “a little better than the family dog.” She urged the ERA’s adoption “to stop mincing words and acknowledge that women are fully human and should enjoy full citizenship in our country.” Pushing back against conservative white Evangelical opposition to granting women full legal protections under the U.S. Constitution, 50 Christian, Hindu, Jewish, Muslim, Sikh and other faith leaders issued a statement on 2/25/21 urging Congress and the White House to advance the ERA. According to the Baptist Global News, these faith leaders believe the Constitution as currently written, violates core religious teachings by failing to recognize the full personhood of women. “Ratifying the ERA is truly a moral imperative,” Adam Taylor, President of Sojourners said. Taylor stressed St. Paul’s writing in First Corinthians that when one part of the body suffers, all other parts suffer with it.” Taylor maintains that when the ERA is placed into the Constitution, Congress will be able to pass laws addressing matters of unequal pay, sexual assault and domestic violence. Rabbi Beth Singer, spiritual leader at Congregation Emanu El in San Francisco, said, “I believe with all my heart our Constitution will be amended to guarantee the rights of women.” Ani Zonneveld, President of Muslims for Progressive Values, reminded everyone of the late Supreme Court Justice Antonin Scalia’s interpretation of the 14th Amendment’s Equal Protection Clause. He insisted that the Constitution does not and should not prohibit discrimination based on sex. “It has been 40 years since the ERA was halted in its tracks by white conservative Christians trying to protect patriarchy,” said Lisa Sharon Harper, founder of Freedom Road, a faith based training and consulting group. “It is time for the U.S. Constitution to agree with God. It is time to pass the Equal Rights Amendment.”

H.R.963 -- F.A.I.R. (Forced Arbitration Injustice Repeal) ACT of 2021:

Forced arbitration is an unfair tool that rigs the system in favor of corporate interests and against average people. Arbitration is a secret PRIVATIZED “Justice” system that heavily favors corporations and makes it difficult for people to hold companies accountable and get relief when they are harmed. Companies regularly slip arbitration clauses into the small print of contracts and require customers to agree to give up their day in court. The Forced Arbitration Injustice Repeal Act (FAIR) would stop companies from forcing workers and consumers into arbitration and protect their access to justice through the court system, according to a 2/22/21 report by Americans for Financial Reform. The U.S. House Judiciary Committee held a 2/11/21 hearing to consider the F.A.I.R. Act, H.R.963 introduced by Rep. Hank Johnson (D/GA) with 155 co-sponsors. Testifying in favor was Gretchen Carlson, formerly employed by Fox News. After four years of urging Congress to end

forced arbitration, Carlson testified again that thousands of women have approached her about their workplace sexual harassment experiences and how forced secret arbitrations are “the harasser’s best friend.” 60 Million workers endure mandatory arbitration in employment contracts from which there are no appeals. Also testifying was Jacob Weiss, a business owner disputing forced arbitration agreements demanded by Amazon to use their platform and driving up costs. Rulings are not public. Forced arbitration has become prevalent in medical practices acquired by Wall Street private equity firms. According to a report in Becker’s Hospital Review, when medical practices are acquired, their patients may notice new paperwork--a form for “binding arbitration.” Patients who sign waive their rights to a jury trial in the event of medical malpractice. More medical groups are requiring patients to sign binding arbitration agreements before receiving care. Private arbitration decisions are usually final and not necessarily explained. Private equity firms now acquiring medical practices, roll them up into larger medical networks with hundreds of offices under a single brand, and find arbitration an attractive alternative to jury trials. Jury trials can lead to awards in the tens or hundreds of millions of dollars for plaintiffs. The arbitration process can incur lower legal fees since it can be much faster than a jury trial where there is a public record. “Juries understandably are likely to have less sympathy for a well-capitalized Wall Street owner than for a grieving mother who’s been treated unfairly,” according to a Bloomberg report. The financial industry has historically embraced binding arbitration, whereas healthcare has not. Nursing homes more frequently are requiring forced arbitration agreements when admitting new clients. H.R.963 is an important step toward restoring consumer and business owner rights, making arbitration a voluntary choice not a compelled act depriving citizens of their Constitutional right to a jury trial.

PREGNANT WORKERS’ FAIRNESS ACT OF 2021:

First introduced in 2012, the Pregnant Workers Fairness Act (PWFA) was reintroduced in the House in almost every legislative session since, but repeatedly failed for lack of bi-partisan support or a sense of urgency. Now after 8 years, 6 legislative sessions and thousands of lawsuits, PWFA was introduced again in February. In the midst of a pandemic that pushed thousands of women out of the workforce without protections or health insurance, PWFA arrives with 225 co-sponsors, including 19 Republicans. According to a New York Times 3/4/21 report, this bill clarifies and strengthens the Pregnancy Discrimination Act passed more than 40 years ago as an amendment to the 1964 Civil Rights Act. Key terms then were left undefined. Too often, the burden falls on the employee to prove discrimination. Rather than treating “accommodations” as mandatory for slight and temporary changes to schedules or assignments for health reasons, for pregnant women this was seen as a fringe benefit and ambiguous. The PWFA closes loopholes. “Pregnant workers literally need to jump through hoops to prove they’re being treated worse than others similarly in their ability or inability to work,” said Dina Bakst, co-director of A Better Balance, a national advocacy organization that provides free legal advice for pregnant women facing discrimination and helped Congress craft this version of PWFA. Thirty states and several other local governments have enacted their own pregnancy accommodation laws, creating a patchwork of different laws, and more confusion. Far too many women continue working under conditions that put their pregnancies at risk. The Times reviewed thousands of legal documents and court records of pregnant women whose pregnancies resulted in miscarriages or premature labor, because their requests for temporary accommodation were rejected. In more than 66% of the dozens of discrimination cases between 2015 and 2019, courts sided with employers stating that they didn’t need to provide pregnant women accommodation whether those were in the form of additional bathroom breaks or a stool to sit on. When Democrats retook the House in 2019, pregnancy discrimination got its FIRST public hearing. Mark Freedman, Vice President of Employment Policy at the U.S. Chamber of Commerce said, “Giving pregnant women the ability to stay in a workplace is a good thing, and we wanted to find a way to get to that endpoint.” In September 2020 the PWFA passed the House with an overwhelming 329 votes including 103 Republicans, but the bill did not advance in a Senate led by then Republican Majority Leader Senator Mitch McConnell.

S.B.359 MEDICAID EXPANSION FOR PENNSYLVANIA'S POSTPARTUM MOTHERS:

Maternal Mortality is defined as the death of a woman during pregnancy, at delivery or up to a year postpartum. Research suggests that the deaths of half the women who annually die from pregnancy and delivery complications were preventable had their Medicaid coverage been extended from the present 60 days to a full year following delivery. On 3/12/21 Senator Judy Schwank (D/Berks) introduced S.B.359, directing the Pennsylvania Human Services Department Secretary to apply for a waiver that would extend Medicaid coverage for pregnancy-related and postpartum medical assistance for up to an additional ten months. Pennsylvania Women's Health Caucus leader, Representative Morgan Cephas (D/Philadelphia), spoke of a 21% increase in maternal deaths found in a 2018 report that stressed income, race, or zip code should not affect maternal health care for women covered by Medicaid. The 60-day cut-off after childbirth was established by Congress in 1986. Senator Schwank has also introduced S.B.358, a bill to improve record-keeping of maternal mortality instances, titling S.B.358 the Maternal Morbidity as a Reportable Event Act. Additionally, S.B.360 would expand Medicaid coverage for certified Doula or Mid-wife care, if requested, and postpartum lactation options. Companion House bills will soon be introduced.

EXECUTIVE ORDER WILL REVIEW DEVOS TITLE IX CAMPUS SEXUAL ASSAULT REGULATIONS:

President Joe Biden signed a 3/8/21 Executive Order mandating a review of former Education Secretary Betsy DeVos's policy that veered far from Title IX's original intent. According to a 3/8/21 Huffington Post report, the DeVos rewrite of Title IX protections was highly praised by former President Trump for completely reshaping how colleges handle sexual misconduct allegations. Investigations were expedited, protections added for those accused and schools were allowed to skirt responsibility entirely for assaults if they take place off campus. The DeVos Policy was heavily influenced by men's rights activists who argue a rampant crisis of false rape allegations exists against men. The new rule implemented in the middle of the pandemic, make it harder for sexual assault survivors to report harassment and assault by narrowing the definition of sexual misconduct and limiting to whom a victim could report. Former Secretary DeVos and the Department of Education are facing several lawsuits from advocacy groups. The 2020 Title IX guidance is discriminatory and goes against Congress's original intent, critics charge. Education Secretary Miguel Cardona will have difficulty in undoing the damage of the DeVos rule despite the Biden Executive Order. It could take years to repair the problems it caused.

H.R.7 PAYCHECK FAIRNESS ACT of 2021 REINTRODUCED:

With 224 co-sponsors, Representative Rosa DeLauro (D/CT) introduced the Paycheck Fairness Act AGAIN to close the gender gap and fight the pay secrecy that contributes to the pay gap. Researchers say on average women make 18% less than their male counterparts. Over the last ten years more than a dozen states and the District of Columbia have enacted legislation banning pay secrecy policies—workplace rules that prohibit workers from discussing wages and salaries. The laws aim to eliminate a means by which employers can discriminate—intentionally or not—against women in pay-setting. New research by Washington University in St. Louis, the Institute for Women's Policy Research and the University of Western Ontario, examined the effectiveness of these laws. The research comes as Senators John Hickenlooper (D/CO) and Michael Bennett (D/CO) reintroduced the Paycheck Fairness Act to strengthen the Equal Pay Act of 1963. Between 2017 and 2018 nearly half of full-time workers reported they were either discouraged or formally prohibited from discussing wages and salaries. Despite increased state legislation preventing pay secrecy, informal pay secrecy has increased since 2010. Studies revealed women are more likely to work under a pay secrecy policy and this practice tends to “disadvantage women in particular.” When women do discover a pay disparity, their attempts to remedy this can be met with employer retaliation. The study surveyed 4,262 full time employees. It was the first time since 2010 that the Institute for Women's Policy Research conducted a national pay transparency survey. About half of all workers and 60% in the private sector reported that they were either discouraged or prohibited from discussing wage and salary information. Researchers found state-level efforts to facilitate workplace transparency have generally failed. Even in states with pay secrecy bans, nearly

one in ten workers is formally barred from discussing pay. By comparison, pay transparency is much more common in the public sector and union workplaces. For union workers 68.7% say pay is public and another 20% report they are permitted to discuss pay. The National Labor Relations Act, which technically protects workers' rights to discuss their pay, is riddled with loopholes and weak enforcement. Pay secrecy legislation needs to be backed up by enforcement because even when employers are caught violating the law, they are usually subject to minor fines and penalties.

H.R.1980 SMITHSONIAN WOMEN'S HISTORY ACT FINALLY PASSES!!

After only **22 years** of tireless persistence H.R.1980 was included in the omnibus pandemic relief bill for fiscal year 2021, according to the bill's chief sponsor Representative Carolyn Maloney (D/NY). It took 16 years just to get enough votes to form a "commission" to "study" American Women's History. We have museums for textiles, stamps and law and order, "but not half the population," Maloney said. It will take two years to ultimately select the museum's location. The Commission recommended a spot "at the top of the mall across from the African American Museum, going to the park that leads up to the Washington Monument." Despite pushback to the project from Republicans and the Parks Department, Maloney said the museum will be funded half by taxpayers and half by private donors. "I think it's fitting that we passed this bill in a year that we are commemorating the centennial of the Nineteenth Amendment that gave women the right to vote and elected our first woman vice president, and I'm so thrilled about it," Maloney said. H.R.1980's original co-sponsors include Representative Brian Fitzpatrick (R/PA). "Women's contributions to the development of our nation and society are immense, however, only 5% of the approximately 2,400 national monuments honor women," Fitzpatrick said. "As the first museum in the United States dedicated to the full story of women's history, this museum will tell the diverse story of the women who helped shape America. I am proud to stand with my colleagues who all worked so hard to get this bill across the finish line."

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

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: nfbpwcvirtual@gmail.com

Executive Committee:

Daneene Monroe Rusnak President
Vacant Secretary
Leona Phillips Interim Treasurer

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter



Be sure to stop by the [Virtual Chapter page](#) on the NFBPWC website.

The Virtual Chapter held a Pre - CSW65 Overview and Discussion in early March. Thanks to the many members and friends who joined us. We were fortunate to have NFBPWC UN Chair, Susan O'Malley, share her knowledge about CSW and to hear from our other wonderful sisters, Ashley Maria and Lea-Ann W. Berst, from the award-winning film *Pioneers in Skirts*. We are grateful for your time, energy and commitment to NFBPWC and beyond! Please be sure to take a look at the playback of the event. You can find that [here](#).

We are hoping you can join us for our upcoming events in the following months. Did you know that April is National Financial Literacy Month? Join us on April 21st as we discuss [“Financial Literacy in the Wake of COVID.”](#) Registration will be opening soon!

In May we will be talking about [“Progress, Participation and Persistence: Moving Feminism Forward at NFBPWC”](#) and then in June our topic will be [“Imposter Syndrome: Is it Me?/Is it Them?”](#). Stay tuned for more updates on additional programs and events!

All the Best!

*A special Thank You! to our NFBPWC Sister,
Marsha-Riibner Cady for stepping in and helping our chapter as the
Acting Secretary.*

- 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? Celebrate your Achievements!

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

Submission Deadline for the May eNewsletter is Friday,
April 23rd at 5:00 pm Mountain Time

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

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



@VestaBlueStudio

Advertising Opportunities with NFBPWC

The Executive Committee has approved the following Advertising Opportunities in the NFBPWC monthly newsletters. Your targeted audience ... women who support women.

If you are interested in advertising your business in our monthly newsletter, please follow the following procedure:

DEADLINES FOR SUBMISSIONS OF ADVERTISING are 2 weeks before the end of the month.

As an example, if you wish to advertise in the upcoming March newsletter, you must send your submission and payment on or before February 14, 2021.

1. Submit your digital image to the Executive Committee as an attachment to: ec@nfbpwc.org

Format requirements: Static images only in JPG or PNG format. NFBPWC reserves the right to refuse any advertising that does not conform to our mission statement.

2. Submit the appropriate payment amount using the pricing schedule below by Zelle, Venmo, or PayPal to: treasurer@nfbpwc.org

You can submit a check, but this may cause a delay in your advertisement being approved if payment is not received before the deadline submission date. Checks are made payable to: "NFBPWC" and mailed to Deborah Fischer/NFBPWC, 748 North Downing Street, Denver, CO 80218.

If you are paying by check, I would also suggest that you email the treasurer@nfbpwc.org to let her know that the check is being mailed.

3. You will receive a response by the Executive Committee after they have reviewed your submission.
4. If your submission is accepted by the Executive Committee, they will forward your submission to the Newsletter Chair (newsletter@nfbpwc.org) for publication in the next monthly newsletter.

Here is our pricing per month for current NFBPWC Members:

- Full page \$85
- Half page horizontal \$50
- Half page vertical \$50
- Quarter page \$25

Here is our pricing per month for Non-Members:

- Full page \$100
- Half page horizontal \$65
- Half page vertical \$65
- Quarter page \$40

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).