



# NFBPWC Newsletter

AUGUST 2021 ISSUE

*97th Anniversary of Women in the  
United States Winning the Vote*

**LET YOUR  
VOICE  
BE HEARD  
VOTE**

UNITING AND ADVOCATING FOR WOMEN

## In This Issue

<a href="#">About NFBPWC</a>	2
<a href="#">President's Message</a> – Megan Shellman-Rickard	3
<a href="#">Membership News</a> – Larisa Miller	5
<a href="#">Intern Blog Series</a> by Anissa Yip	6
<a href="#">Intern Blog Series</a> by Bryn Norrie	8
<a href="#">Virtual Club   NFBPWC Benefits</a>	9
<a href="#">A Celebration of Life</a> – Mary Alice Wells	10
<a href="#">Advocacy Report</a> – Daneene Rusnak	11
<a href="#">Team ERA Report</a> – Nancy Werner	13
<a href="#">Team LGBTQ+ Report</a> – Susan Oser	14
<a href="#">Secretary Letter</a> – Barbara Bozeman	16
<a href="#">Treasurer's Report</a> – Deborah Fischer	17
<a href="#">Young BPW</a> – Ashley Maria	18
<a href="#">Immediate Past President Letter</a> – Sandy Thompson	19
<a href="#">Environment Report</a> – Hyon Rah	20
<a href="#">Health Committee Report</a> – Keri Hess	21
<a href="#">Lifelong Leadership &amp; Learning Report</a> – Kathy Kelly	21
<a href="#">Mentoring Committee Report</a> – Dr. Trish Knight	22
<a href="#">Military-Affiliated Women Report</a> – Barbara Bozeman	23
<a href="#">Small Business Committee</a> – Manjul Batra	24
<a href="#">Digital Training</a> – Marsha Riibner-Cady & Judy Bell	24
<a href="#">Website Committee Report</a> – Lea-Ann W. Berst	25
<a href="#">Social Media Committee</a> – Susan Oser	25

### State Federation & Club News

NFBPWC <a href="#">Arizona</a>	29
NFBPWC <a href="#">California</a> Federation	29
NFBPWC <a href="#">Colorado</a> Federation	31
BPW <a href="#">Colorado Green News</a>	32
NFBPWC <a href="#">Florida</a> Affiliate	33
NFBPW <a href="#">La Grange Chicago</a>	33
NFBPWC <a href="#">Michigan</a>	34
NFBPWC <a href="#">New York City</a>	35
NFBPWC <a href="#">North Carolina</a>	36
NFBPW NC <a href="#">Chatham County</a>	37
<a href="#">Pennsylvania</a> Affiliate Chapter	38
<a href="#">PA Advocacy Report</a> – Lilly Gioia	39
NFBPWC <a href="#">El Paso Texas West</a>	43
NFBPWC <a href="#">Houston</a>	43
NFBPWC <a href="#">Paso Del Norte</a>	44
NFBPWC <a href="#">Virtual Club</a>	44
<a href="#">Advertising Opportunities</a> with NFBPWC	46
NFBPWC <a href="#">Advocacy Platform</a>	47
<a href="#">Benefits of Connecting with NFBPWC</a>	48

**Submission Deadline for the September Newsletter  
is Tuesday, August 24<sup>th</sup> at 5:00 pm Mountain Time**

## National BPW Events

### Fridays, August 6, 13, 20 and 27, 2021

NFBPWC National Friday Conversations

Register: <https://www.nfbpwc.org/events>

### Tuesday, August 10, 2021

"Interviewing Skills for Young BPW & Student Members," NFBPWC Young BPW hosting

2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM Central | 5:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4398905>

### Wednesday, August 18, 2021

"A Holistic Approach to Navigating Menopause," Guest Speaker Eileen Franco

NFBPWC Virtual Chapter hosting

4:00 PM Pacific | 5:00 PM Mountain | 6:00 PM Central | 7:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4222617>

### Wednesday, August 18, 2021

"100 Years After Passage of the Nineteenth Amendment," Guest Speaker Linda Coberly Esq.

NFBPWC NYC Chapter hosting

10:00 AM Pacific | 11:00 AM Mountain | 12:00 PM Central | 1:00 PM Eastern

More Info: [NFBPWC New York City](#)

## Regional BPW Events

### Saturday, August 14, 2021

"Annual Event: Susan B. Anthony Award Ceremony"

BPW/Hollywood CA Club hosting

2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM Central | 5:00 PM Eastern

More Info Below: [NFBPWC California Federation](#)

### Thursday, August 19, 2021

"Preparing Girls for their Future"

NFBPWC/NC hosting

5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM Central | 8:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4338524>

### Wednesday, August 25, 2021

"Advances, Challenges and Strategies of Public Policies for Women," BPW Latin America

Register: <https://www.nfbpwc.org/event-4416272>

## 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

Kathy Kelly, 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 Telban, Virtual

Membership, Kathy Kelly, Colorado

Mentoring, Dr. Trish Knight, NFBPWC Virtual

Military Affiliated Women, Barbara Bozeman, North Carolina

Public Relations, Suzette Cotto, NFBPWC Virtual

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**

Marketing - National Team

Membership Outreach, Jean MacDonald, Chatham County

Newsletter, Michele Guarino, NFBPWC Virtual

Nominations, Michelle Husby, California

### **Rapid Response - POSITION OPEN**

Social Media, Sue Oser, MI

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

fundraising@nfbpwc.org

marketing@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

### President's Letter

#### **Announcements**

We are excited to announce a few changes to the leadership at the National level.

Congratulations to Kathy Kelly who will serve as our new Vice President of Membership for the remainder of the 2020-2022 term as appointed by the President and unanimously approved by the Executive Committee. A huge note of gratitude for Larisa Miller for serving as the Vice President of Membership. The Executive Committee accepted her resignation at the end of June. We at the NFBPWC wish her the best as she concentrates on her business, career, and family.

Congratulations to Suzette Cotto who will serve as the Public Relations Chair overseeing the Social Media and Marketing teams, receiving unanimous approval from the Executive Committee. The NFBPWC is fortunate to have Ms. Cotto accept this position, as she is brimming with experience, knowledge, and ideas.

Congratulations to Kathy Telban who has been appointed and unanimously confirmed as the Lifelong Leadership and Learning Chair. We are thrilled to have an individual with her level of expertise and commitment to this committee. Thank you to Kathy Telban for identifying a Vice Chair, Jane Taff, who will serve with her to lead the L3 Committee efforts. Additional congratulations to Jane Taff for accepting this leadership position and thank you for stepping up to serve.

A huge amount of gratitude to these women as they accept the responsibility to help lead this organization into a new era of success.

### **Note of Thanks to the Board of Directors**

Our family has finalized the relocation from Denver to Durango, 325 miles apart. I am humbled and honored by all the support, both personally and professionally, that we have received. Although we are currently swimming in a sea of boxes, we are grateful to be at our final destination on Hummingbird Lane.

Thank you to the entire Board of Directors, and every member serving in a committee, for being phenomenal women who continue to move our various initiatives forward without my daily presence. The strength of our organization shines bright as we work together and support one another. We are an incredible group of capable, smart, innovative members! Please accept my personal gratitude for your leadership, expertise, and dedication.

### **Uniting and Advocating for Women**

The NFBPWC develops the professional, business and leadership potential of women at all levels. Please take a moment to reflect on how you can work towards the theme I'm moving forward president, "Uniting and Advocating for Women."

- 1) What can you do to unite women in our organization?
- 2) How can you advocate for women using the NFBPWC as your platform?
- 3) How can you include all working women, both business and professional women in your initiatives?

At our quarterly Board of Directors meeting, I asked our leaders in this organization at the National level to consider these questions.



**Uniting Women in the National Federation of Business and Professional Women's Clubs.** It is scientifically proven that humans have more influence and make a larger impact if they work together for a common cause. Our mission statement is clear and concise as it directs us to develop the professional, business and leadership potential of women at all levels. Our historical support of working women for over 102 years provides us a place of legacy and strength that unites us as members. As a leader in this organization, I find purpose in connecting members and moving efforts forward in a collaborative manner. My commitment to every member is that I am here to help us work together through community-based action to help us realize our mission more fully.

**Advocating for Women Using the NFBPWC as Our Platform.** As President, I utilize our advocacy platform as a map to help me identify how we can effect change for women in our communities, nation, and the world. Take a moment to review our Advocacy Platform, approved by members attending the 2020 General Assembly, here: <https://www.nfbpwc.org/resources/SEPT%202020%20DOCUMENTS/Advocacy%20Platform%20-%20NFBPWC%202020-22.pdf>. I believe that this document can help unite us on what we can do together for business and professional women. Leaders and members of this organization have been working diligently to provide us with many avenues from which to springboard events, calls to action, and support for members in our organization.

**Including All Working Women, Business and Professional.** The NFBPWC is an organization that was defined to include both business and professional women at its inception. It is important to remember how unique this situation was in 1919. Let us impress this upon our members, and prospective members, as we continue to engage working women across the country. Business and professional women experience similar barriers to success in their respective fields. We can support both areas by being aware of what roadblocks women see as they continue their careers. Consider what it might be like to climb the corporate ladder and find success in the business world. Women who dedicate themselves as professionals have a unique experience as they grow their careers and fight for recognition in their various fields. Our similarities connect us and considering that, let us continue to find ways to support each other despite our differences.

It is imperative that we continue to nurture every area of our organization to enhance our relevancy in the business and professional world. At the National level we will continue to support and encourage our leaders and members. We all joined this organization for our own unique reasons. Let us be an inspiration to each other, reaching your hand back to help the next member move their goals forward. I am proud that the NFBPWC has a dedicated Executive Committee and Board of Directors who continue to work together to **Unite and Advocate for Working Women** while accomplishing 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 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

NBPWC President

2020-2022

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



By: Kathy Kelly

1<sup>st</sup> Vice President of Membership, NFBPWC (2021-2022)

Submission by Barbara Bozeman, Secretary, NFBPWC (2020-2022)



**NFBPWC is pleased to welcome 7 new members in the last 30 days**

**Brooke Curry – Colorado (student)**

\*

**Ellie Scheid – Colorado (student)**

\*

**Elizabeth Mills – Colorado (student)**

\*

**Jane Taff – California**

\*

**Emily VanVleck – NYC (student)**

\*

**Djenabou Bah – NYC (student)**

\*

**Adama Kora NYC (student)**

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

## Intern Blog Series by Anissa Yip

### The Making of an Activist: What my NFBPWC Internship Taught Me

By Anissa Yip

It's Summer 2021 and I'm interning at the National Federation of Business and Professional Women's Clubs with their Advocacy Committee. I've been tasked with managing their social media channels, finding relevant content that speaks to the membership and to an audience who is versed in the challenges of being a woman. The organization is historic. Founded in 1911, the NFBPWC represents women in professional roles. I'm working hard to find my place here.

I sit in the darkness of my room, with only the glow of my laptop, searching for content, scrolling through an endless column of articles, blogs, and news sites looking for news. I find multitudes of feeds broadcasting the same things around women's rights, diversity, equity, inclusion, unequal pay, unequal treatment in the workplace, LGBTQ+ women's struggles, etc. The truth is, as both a woman and a minority, I feel like I should have been already well-versed in these topics. Through my internship at the NFBPWC, I've become more aware of my surroundings and more importantly, how I am represented and perceived in our society as a woman.

The ideas of unconscious bias and the disproportionate amount of sexual violence that women experience resonates with me most of all. I first heard of unconscious bias in a psychology class in high school. It was only until the last few years that I realized my gender would also be held under the same scrutiny as my race. Some may know this as intersectionality. Unconscious gender bias in a professional environment places a "double bind" (or two irreconcilable demands of bias) bias on women.

Under societal standards, women are expected to be demure, non-confrontational, *a follow* -- none of which are qualities of a leader. If I conform to these standards, that puts me at a disadvantage when seeking leadership roles. On the other hand, if I break out of these stereotypes and am assertive and confident, I will be deemed too "bossy" to be effective, or too "emotional" to contribute positively as a leader.

This bias begins to foster in childhood, when boys playing rowdily have the excuse, "boys will be boys," while girls are supposed to "mature faster than boys," and thus, are held to a higher standard when their behavior is under judgement. Ironically, I have never heard anyone finish the latter, saying, "girls mature faster than boys, so boys should look to girls as examples of leadership and maturity." Personally, whenever I had a leadership position in high school, regardless of my expertise, in every meeting, game, race, group chat, or general conversation, my male peers would always be approached first to speak. Sometimes, my male teammates were assumed to be the team captain by default. These biases are deep-rooted, but they must be addressed, because there is no gender in the way one acts - there's no "male" confidence and "female" meekness - there are only people, and every person should be viewed an individual.

In addition to gender bias, the sheer amount of sexual violence on the daily news is enough to make me walk home at night with my keys pointing out of my closed fist for protection. Many mothers tell their daughters to dress modestly, so as to not "ask for it." As a child, my mother would tell me to never walk alone at night, to wear shapeless clothing, and to not trust strange men -- "more often than not, they will try to hurt you," she said, "and there's nothing you can do about it." I've learned about rape culture: an environment where social attitudes underplay, and sometimes even encourage, sexual violence.

**BLOG SERIES**



**Anissa Yip**

**Advocacy Intern**



UNITING &  
ADVOCATING

for Women

The Making of an Activist:  
What My NFBPWC Internship Taught Me

What is it like to be a student intern for one of the oldest and most powerful women's organizations? Journey with Anissa as she tells us the story about what advocacy and activism means to her.

The way society struggles to perceive women as both a sexual and respected is a dichotomy. Victim blaming stems from our cultural views of female sexuality. "What were you wearing?" is a common question asked to victims of sexual violence once they choose to speak out. Our culture's taboo on women wearing revealing clothing forces them to take partial blame when they are sexually assaulted -- a woman who dares to transgress the boundaries of societal expectations is deserving of violence, it seems. Thus, many, many women who have experienced sexual violence are reluctant to speak out.

I read an article about a college student who polled her campus to gauge the amount of people who was either a victim of sexual violence or knew someone who was. Nearly everyone said yes -- a shocking 11,500 respondents, at that. The issue of sexual violence is more than an issue of sex -- it poses the question of what our society values, how we treat and perceive women and sex, and what we can do to prevent future crimes against women.

What I learn at this internship will provide me with the knowledge and awareness of the world around me, and I hope to use it in both advocating for change and helping women speak up with their stories. As much as representing allows me to tell others' stories and spark change, I believe that encouraging others to tell their own stories is a thousand times more impactful. I would like to do more than just advocate for women who are victims of our societal issues -- I want to prevent these issues from continuously occurring and creating more harm. I hope to begin pushing from the back, rather than pulling from the front -- as both an activist, feminist, and an advocate.

### **About the Author - Anissa Yip**

Anissa Yip is a student majoring in Political Science at the University of Colorado at Denver. She plans to become a criminal justice lawyer. Anissa is excited to be an intern for the National Federation of Business and Professional Women's Clubs, as she has been interested in advocacy and activism since elementary school. She wants to continue these efforts throughout her life.

Currently, she is working on filming and directing an advocacy video on the topic of Immigration and the Immigrant Experience. She is a person from an immigrant household and is highly passionate about the topics of inclusion and diversity in all aspects of life.

Outside of advocacy work and school, she enjoys drawing, painting, crocheting, and walking her dog. Her favorite things to draw are animals, and she frequently does commissions for peoples' pets and other things they love.

Anissa volunteers at an Adaptive Swim Program in Littleton, where she swims every Saturday with many unique children with disabilities. On campus, she works as a Wellness Associate who stocks and helps students in the Food Pantry. There, she also gives presentations on alcohol remediation and cannabis awareness to educate students on risk management for both.

She plays ultimate frisbee and was a captain of her team in high school and hopes to find a similar leadership role in college. Theater and the arts are also some of her passions -- one of her goals is to attend a Broadway musical someday.

Anisa has a cumulative GPA of 3.762, has been on the Dean's List for the Spring 2021 semester, and is minoring in Leadership Studies.



## Intern Blog Series by Bryn Norrie

### My Dream World: Through My Eyes as an NFBPWC Intern

By Bryn Norrie

I want to live in a world where being a woman doesn't create threats and where I don't have to prove I have the same rights as my male peers. Interning at NFBPWC has helped me discover the ways in which the world I dream of is possible and the dedicated women of NFBPWC are working to make it happen. I'm right in the middle of it, working with the leadership team of the organization advocating for women. Two areas I hope to use my voice in are issues surrounding violence against women and the Equal Rights Amendment.



Women in this country face violence every day. One out of every five women in the US will be raped in their lifetime (NCADV), one out of every three women have faced some form of physical violence from their partners (this includes slapping, shoving, etc.) (NCADV), and every year 2,000 women are killed by men (Davidson, 2021). I don't share those statistics to scare you, I share them to illustrate the threat of violence that women face every day.

The oppression that violence against women creates is felt by many women in our country. I felt it when my mom bought me pepper spray before starting college. I feel it when I get worried about my roommates when they've been gone on a date for too long. We all shared our locations with each other on our phones just in case something happens. I feel it when I notice that someone has been following me around the store for a little longer than could be considered a coincidence. This discomfort is heightened when news stories about women being targeted for assault and crime are shared. It is felt by every woman when another "here are the latest tactics that are being used to harm women" post makes rounds on the internet.

None of this is to say I live my life in fear, just in a heightened state of awareness my male peers don't. All women know the consequences of being a woman, especially those in violent relationships. We can never be too careful because it seems like every day there is another tragic story about a woman who was beaten or killed by their partner. This kind of violence, both the threat and acts of violence, is something that I want to see changed. I want to live in a world where my womanhood doesn't put a target on my back.

In addition to wanting to be free from the threat of violence, I want to live in a world where the ERA is an amendment to the U.S. Constitution. Because there is currently no Constitutional backing for the rights that women currently have, a lot of our rights could be overturned with a simple majority vote in Congress or judges that rule against precedent (Equal Rights Amendment). The ongoing efforts to ban abortion show how fragile our rights really are. I shouldn't have to prove that I have the same rights as men. Having a Constitutional amendment affirming that men and women are equal is long overdue and would help continue our fight for equality by providing an unquestionable legal backing to our efforts. I want the ERA to be ratified so that there are legal protections for every woman. Until every woman in this country is equal with men and has legal protections there is still work to do.

Our new advocacy platform, OneClick Politics, is helping NFBPWC make this world I dream of a reality. We are using it to lobby the Senate to reinstate the Violence Against Women Act and to remove the ratification deadline that was arbitrarily placed on the ERA. OneClick makes it incredibly easy for our members and others to reach out to their elected officials and let them know what we want to be done. With only a few clicks emails and tweets can be sent, and a phone call can be made regarding the issue for that campaign. This advocacy tool will help accomplish our many goals by simplifying parts of the process - thus allowing our message to have a wider reach.

Check out our advocacy page to see this tool in action for the Violence Against Women Act and the other issues on our platform.

### Works Cited

Davidson, Caroline. "Now Should We Speak Femicide?" *Ms. Magazine*, 15 June 2021, [msmagazine.com/2021/06/15/femicide-women-murder-usa-biden-violence-against-women/](https://msmagazine.com/2021/06/15/femicide-women-murder-usa-biden-violence-against-women/).

NCADV. "NCADV: National Coalition Against Domestic Violence." *The Nation's Leading Grassroots Voice on Domestic Violence*, [www.ncadv.org/statistics](http://www.ncadv.org/statistics).

Equal Rights Amendment. "Why We Need the Equal Rights Amendment." *Equal Rights Amendment*, [www.equalrightsamendment.org/why](http://www.equalrightsamendment.org/why).

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

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

- **Regular Zoom meetings to support members and ability to use our Zoom platform.**
- Grow through NFBPWC's formal **Leadership and Learning Program**.
- Share your successes on the **NFBPWC Spotlight**: <https://www.nfbpwc.org/spotlight>.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the newsletter, e-alerts, website, and social media platforms (Email [vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.org) to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

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

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.

- Participate in the [United Nations System](#) worldwide through CSW and other programs annually.
- [Advocate for women's issues](#) on a national and international level and [cultivate worldwide friendships](#) in one of the original women's networking organizations!

## A Celebration of Life



### Mary Alice Wells

"Mary Alice was a wonderful lady – very proud to call her my friend. She was a Past State President for Business & Professional Women's Clubs of North Carolina, a strong supporter of her state and her community. She loved her local club community (BPW Nashville) and was our greatest advocate. She will be sorely missed."

Announcement provided by Barbara Bozeman

[Link to Mary's Obituary.](#)

Here are some excerpts from the Obituary:

Nash County Commissioner Mary P. Wells died Sunday evening (July 18, 2021), leaving Nash County District 6 without a representative and leaving many in the county bereaved at her loss.

Wells was 84 years old at the time of her death.

"It with great sadness that I inform you that Commissioner Mary Wells passed away last night. Please keep Mary and her family, especially her devoted husband Talmadge, in your prayers," Nash County Manager Zee Lamb said in a statement to the "Nash family" released Monday morning. "Commissioner Wells cared so much about her Nash County family. Nash County is a better place today because of her contributions to the community. We will sorely miss her love and unwavering support for her fellow commissioners and our employees."

In addition to many other boards, Wells served on the Nash County Democratic Executive Committee since 1990 and served two terms as chairwoman of the board of the Upper Coastal Plains Council of Governments. She was a lifetime member of the Rocky Mount Chamber of Commerce and was a member of the Nash Community College Board of Trustees at the time of her death.

Wells also was a member of Dortches Baptist Church where she served as a deacon, church clerk and Sunday School teacher.

Davis said that serving the youth of the community was her special passion in her role as county commissioner.

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



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

### EQUAL PAY DAY FOR BLACK WOMEN

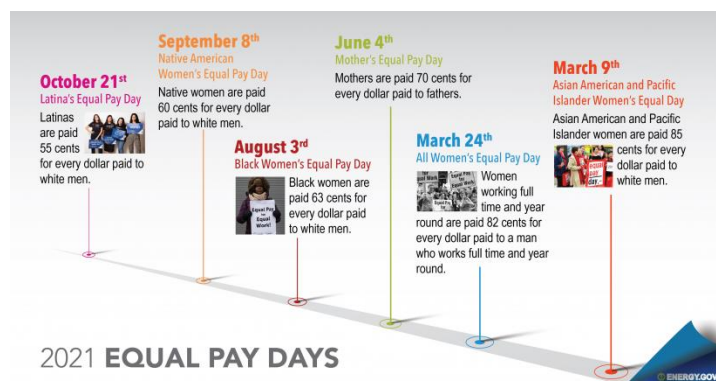
The persistent inequalities that Black women face in the labor market were greatly exacerbated by the COVID-19 pandemic and the recession that followed. As a result of the



widespread lockdowns, many low paying jobs, previously referred to “low skilled,” came to be recognized as being “essential.” That distinction, however, failed to make significant across-the-board changes in the wages, benefits, and even “respect” these jobs garnered. Sadly, Black women were overrepresented in many of these positions.

Consider this information from The Institute for Women’s Policy Research: “Before the pandemic, Black women were paid just 63.0 percent of White men’s median annual earnings – \$24,110 less – even when they were able to obtain full-time year-round work. That represents a wage gap of 37.0 percent for Black women and White men and is much larger than the 17.7 percent wage gap between all women and all men. This illustrates the additional impact of race in shaping women’s earnings. It also means higher rates of poverty, much lower levels of wealth, and fewer resources to weather economic downturns such as the COVID-19 recession.

If changes in the earnings ratio for Black women and White men continues at the same pace as it has since the mid-1980s, *it will take Black women more than another hundred years – until 2133 – to reach pay equity with White men.* Indeed, pay equity for Black women may have become even more elusive; the gender wage gap between Black women and White men was larger in 2019 (37.0 percent; a gender earnings ratio of 63.0 percent) than in four of the previous ten years. The wage gap has not substantially improved even as Black women’s rate of college-level education has increased at a faster pace than White men’s.



Sadly, Black Women’s Equal Pay Day is not the last of these days we need to acknowledge in the year. Native American Women’s and Latina/x Women’s Equal Pay Days arrive in September and October, respectively. We cannot wait (more than) another century to close these gaps.

Below are some resources to learn more about Black Women’s Equal Pay Day:

**Toolkit and Event from POWHER™ New York:**  
<https://bit.ly/BWEPD21>

Thanks to Francesca Burack for sharing!

### Read and Watch:

- [American Association of University Women: Black Women & the Pay Gap](#)
- [Five ways to understand Black Women’s Equal Pay Day](#)



- [#38PercentCounts | Black Women Equal Pay Day 2018 | LeanIn.Org](#)

#### Events:

- [Equal Means Equal | Black Women's Equal Pay Day Virtual Event](#)
- [Catalyst | Black Women's Equal Pay Day 2021](#)
- [Equal Rights Advocates | Black Women's Equal Pay Day 2021](#)

#### Ways for Employers (and individuals) to Recognize Black Women's Equal Pay Day:

- **Complete** a pay equity audit and be open about wage gaps that exist.
- **Adjust** compensation and pay practices to address pay disparities.
- **Host** a speaker or panel to discuss pay equity and workplace discrimination.
- **Explore** more resources on the [National Committee on Pay Equity](#)

Once again, please be sure to read the supplemental Advocacy submissions by Sue Oser and Nancy Werner. Thank you ladies!!!!

#### 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, 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 on the following issues:*

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



## Advocacy ERA Team Report

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

### THIS IS THE YEAR FOR ERA! PART 2

**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.

When I last left you, all seemed on track for the Equal Rights Amendment movement. But only a few days later on June 29, 2021, we heard that a three-judge panel of the First Court of Appeals shared that a women’s organizations and women individually or as group do not have the right to invoke the jurisdiction of the court to her case seeking a Court Order to force the U.S. Archivist to publish the Equal Rights Amendment, the “E.R.A.” Now I do not wish to repeat what Lilly Gioia has written in her Legislation Update that can be found right behind the Pennsylvania submission. Lilly spells it out clearly what was shared from the Court. But here is what has arrived just today.

Update –Friday, July 23, 2021 – The Equal Means Equal just shared the latest news.

Equal Means Equal will be asking the entire Court of Appeals to review our case and determine that women as a class have standing to file a lawsuit when the federal government unlawfully refuses to publish a constitutional amendment that establishes Women’s constitutional equality after the last necessary state ratified it. As we argued repeatedly in our case, “if Women don’t have standing, who does?”

What I found most interesting from Kamala Lopez, Executive Director, was the information that there was a similar case from 1980 where the National Organization for Women was granted standing in a case challenging the extension of the ERA’s purported ratification deadline. NOW was granted standing because, the court said, “Women have a “protected legal interest in the ERA’s vitality.” How can Women as a class speaking through NOW have a standing to speak for Women in the 1980 case, but Equal Means Equal does not have a standing to speak for Women now. The Archivist’s refusal to publish has harmed the E.R.A. The Now National and Equal Means Equal are reviewing the original briefs files in the 1980 case and are preparing an appeal.

But here is another piece of information that you need to know. The Federal Court of DC case that was brought by VA and NV lost on March 5, 2021. On May 7<sup>th</sup> an appeal was filed. I am not a legal expert, but I learned about the Tenth Amendment Claim that could have been asserted. It had been discussed publicly on prior occasions by the legal team, but it was not implemented. So, what is the Tenth Amendment Claim? It asserts that States have a right to ratification votes respected and the federal government has no authority to violate or abridge such rights because States’ rights predominate over federal authority in this context.

Equal Means Equal will continue to appeal and file new lawsuits if this is unsuccessful. Women have waited far too long and the basic right to equality is far too important to stop fighting. <http://www.equalmeansequal.org>

But last month, the E.R.A. Sentinel Project was picketing in front of the U.S. Justice Department. It began on June 10. Hours 8 to 10 and 4 to 6 daily. The Equal Means Equal group felt that Attorney General Merrick Garland should have rescinded the Trump’s administration/ William Barr’s memo to stop the National Archivist from placing it in the Constitution. They acted. Signs were made and were there for Sentinels to carry. Financial support to hire women to picket was greatly appreciated.

I heard from a BPW Maryland sister, Jeanette, who did join in the Silent Sentinel picketing, and I asked her some questions. She traveled on the Metro from Rockville, MD to take her shifts. There was a Coordinated effort provided for dates and times. She met women from North Carolina, New York, Minnesota, New Jersey, and many more who drove miles to do their part. They brought their own signs encouraging E.R.A. but everyone had

a sign. The women and men came dressed in outfits of the early 1900's with the sashes and hats. Other dressed in casual wear of jeans and sneakers and of course the green and white imprinted tee shirts that have E.R.A.

They made sure to cover the most prominent entryway in the Justice Building to picket but soon learned that many Justice staff members were still working from home. They engaged their message with tourists and motorists and shared their purpose. What Jeanette most enjoyed was meeting so many women and men who were willing to engage in the "Silent Sentinel" work. I appreciated her time to share and so proud that she was able to participate. They did receive lots of press coverage on the first few days but that quickly faded as the days passed.

Back to NFBPWC and what we can be doing. First, contact your Senators and ask them to sign onto the Equal Rights Bill. There are only 5 Senators at this present time. We have to start making the NOISE to get their attention. Soon they will out of Washington D.C. for their August "reading vacation." This Fall we have to hit the ground running! We need more attention to the E.R.A.

Please plan meetings around the E.R.A. I enjoyed hearing from Francesca Burack of New York as to whom to contact at the Alice Paul Institute or House. Lots of new faces at Paulsdale but search <http://info.alicepaul.org> Sign up for their weekly newsletter. They also have the <http://www.equalrightsamendment.org> which provides history and the current status of the Equal Rights Amendment.

Let's get busy and make that NOISE.

This is the Year for E.R.A.!

## Advocacy Team LGBTQ+ Report

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

### Flag of the month

#### *Progress Pride Flag*

Last month, we talked about the traditional pride flag. This month it is the new progress pride flag.

For quite a few years, the progress pride flag was created and updated to include transgender and minorities. This year, the flag now includes intersex inclusive. With the advent of diversity and inclusion covering all communities, the non-binary inclusion is a huge step in the right direction for community celebration.

#### *The regular background (as we stated last week) -*

Red - life, orange - healing, yellow- sunlight, green - nature, blue - harmony/peace, and purple/violet - spirit

Half-sized light blue, light pink, and white stripes - trans and non-binary individuals

Brown, black stripes - POC communities, those living with AIDS and stigma of prejudice surrounding them.

Unbroken Purple Circle and Yellow - wholeness and completeness and potentialities

Right-pointing arrow - Forward movement



For more information:

<https://quasar.digital/progress-initiative/>

<https://pridepalace.lgbt/collections/flags/products/new-progress-pride-flag>

Sexual Harassment of LGBT people in the workplace article

<https://www.tuc.org.uk/research-analysis/reports/sexual-harassment-lgbt-people-workplace?page=8>

### *Learning about the LGBTQIA+ community*

*Please remember, if you do not identify as someone who is part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and help fight for the rights of LGBTQIA+ persons. Support for this community goes beyond Pride Month. In addition, you can educate yourself on the finer details on the community's history*





**GLOBALSPEAK  
TRANSLATIONS**  
YOUR BUSINESS IN EVERY LANGUAGE



**Flor Dimassi**  
CEO

Providing accurate, professional translation and interpretation services worldwide.

**GLOBALSPEAKTRANSLATIONS.COM**

## From the Desk of the Secretary



By: Barbara Bozeman  
Secretary, NFBPWC 2020-2022

### Why the Yellow Rose?

Symbols...we all know them, we embrace them. They speak volumes without a single word. They can create unity or division, raise our spirits or dash our hopes and dreams.

In 1920, in Tennessee and across the nation, the most notorious symbol (depending on which side you were on) was the rose...most specifically the red rose versus the yellow rose.

The Tennessee legislature was the stage for a pivotal vote in August of 1920. The subject, of course, was the ratification of the 19<sup>th</sup> Amendment.

Long before the vote in Tennessee, supporters of the women's right to vote used the yellow rose to show their support. Those opposed donned the red rose.



So too, the 96 members of the Tennessee House chose to show which side they supported by the rose they wore in their lapel. Fortunately, there was to be a now famous change of heart mid-vote, and the rest is history.

The legacy of the Yellow Rose and all it represents, lives on to this day.

**When you hear the call to wear yellow on  
Women's Equality Day – August 26<sup>th</sup>  
or you see the yellow rose,  
be thankful, be grateful, be proud.**

## Treasurer's Report



By: Deborah Fischer  
Treasurer, NFBPWC 2020-2022

### Support your National Federation of BPW Clubs with a Tax-Deductible Donation!

BPW has been on the front lines of every major legal and policy victory for women for 100 years, and we are not stopping. But we cannot do this without you. Only \$20 of your dues go to your national club. Please consider supporting the National Federation of Business and Professional Women's Clubs by donating today!

Donate online with VISA, MasterCard, American Express, or Discover at:

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

Or to donate by check: please make payable to "NFBPWC" and mail to:

NFBPWC  
c/o Deborah Fischer  
748 N Downing Street  
Denver, CO 80218

You may designate your donation towards one of the following:

- Commission on the Status of Women 65 Fund
- Young BPW Fund
- Alice Daly and Liz Benham Fund
- Dr. Lena Madesin Phillips Fund (General fund for operating expenses)

***Thank you for supporting the NFBPWC organization and our continued efforts to advocate for women.***



## NFBPWC Young BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC

### YOUNG BPW

*learn - connect - take action*

We are excited to share another Young BPW Member Spotlight!

Meet Carmen Vincent! Located in Chesterton, IN, Carmen is a member of the BPW Virtual Chapter. She is a passionate freelance editor and documentary filmmaker from Northwest Indiana. She produces and edits all kinds of content including documentary and narrative films, commercial videos, promotional videos, educational content, compilations, fundraising campaign videos, social media videos, and more.



**Question: What brought you to this career path?**

To me, there's nothing more empowering than capturing someone's real story and shaping it to impact an audience. I love every part of it, from filming, to

directing, to producing, to editing. I love how flexible it is – you can make a documentary anywhere. I love how collaborative it is – you can craft a crew that has just as much passion for the subject as you do. Finally, I love the impact it can have, on the audience, on the subject, and on me. I can't tell you how much I've changed as a human being because of each film I've made and seeing the look on people's faces when they watch themselves on screen telling their story is priceless. And the process never ends when the film is "done," there are impact campaigns, screenings, discussions, and more for years later. I really appreciate that opportunity to immortalize a story by enriching our communities with it.

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

I found BPW through the wonderful Ashley Maria! She was kind enough to bring me to help out with the BPW NGO CSW65 Pioneers in Skirts event for the United Nations. There, I got to meet BPW trailblazers who graciously invited me into the BPW community! That United Nations event was definitely a memorable experience. It was so cool seeing people engage with the film and collaborate to create real change in our communities.

**Question: Can you tell us about an important lesson you've learned in your career so far?**

I learned that it's NORMAL to feel imposter syndrome. Like, completely normal. And people decades into their careers feel it, too. Like, what??? This blew me away and, the more I asked people about it, the more I was met with mutual feelings and experiences of questioning oneself and one's own abilities. It's kind of amazing that most of us feel this way at one point or another.

For someone with OCD, it's hard to accept that I can't be perfect all the time (or ever, for that matter). However, knowing that we all feel like an imposter at some point in our lives has taught me to acknowledge those feelings as valid, but not let them overpower the ambition I have.

You can read more from Carmen's interview and learn more about Young BPW here: <https://www.nfbpwc.org/Young-BPW>

Do you or a member of your club qualify for Young BPW? If so, then make sure they are receiving emails from your Young BPW representative ([youngbpw@nfbpwc.org](mailto:youngbpw@nfbpwc.org))!

### What is Young BPW?

If you're between the ages of 18-35 and are looking to collaborate on BPW initiatives, career, leadership and women's rights -- then Young BPW is for you!

When you join NFBPWC at the local, chapter, or virtual club level, you automatically become a member of Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to exchange ideas and information. We even host an international conference for Young BPW every 3 years!

**ANNOUNCEMENT:** We now have a special sub-chapter for Students called the Student Momentum Club! Most state-wide clubs have entered into this new initiative to bring in more students at a more affordable rate (\$30) and to also provide students more hands-on support as they pursue their education. Have a student in mind? Sign them up here:

<https://www.nfbpwc.org/join-us>.

Email Ashley Maria at [youngbpw@nfbpwc.org](mailto:youngbpw@nfbpwc.org) to get involved today!

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>

## Immediate Past President Letter

By: Sandy Thompson, Immediate Past President, NFBPWC

### August 26 has a double meaning for BPW members

First it is BPW International day. In Geneva, Switzerland, on August 26, 1930 BPW International was founded. The founding was the initiative of Dr. Lena Madesin Phillips who as President of the National Federation of Business and Professional Women's Clubs of the United States of America organized several "Goodwill Tours" to Europe in 1928 and 1929.

American women participated in these tours with the purpose of meeting business and professional women in Europe and promoting affiliation with them. The founding member countries of the international federation were Austria, Canada, France, Great Britain, Italy and the United States of America. Dr. Lena Madesin Phillips was elected as the first IFBPW President and served until 1947.

We celebrate this day by wearing yellow! So, get out those yellow tops and post your pictures on Facebook and wish International a Happy Birthday!

### Second August 26 is Women's Equality Day.

This date was chosen to commemorate the day in 1920 when Secretary of State [Bainbridge Colby](#) signed the proclamation granting American women the constitutional right to vote.

Congresswoman Bella Abzug of New York introduced a resolution in 1971 and again in 1973 to designate August 26 as Women's Equality Day.

In 1972, President [Richard Nixon](#) issued Proclamation 4147, which designated August 26, 1972, as "Women's Rights Day" and was the first official proclamation of Women's Equality Day. On August 16, 1973, Congress approved H.J. Res. 52, which stated that August 26 would be designated as Women's Equality Day and that "the

President is authorized and requested to issue a proclamation in commemoration of that day in 1920 on which the women in America were first guaranteed the right to vote".

The same day, President Nixon issued Proclamation 4236 for Women's Equality Day, which began, in part: "The struggle for women's suffrage, however, was only the first step toward full and equal participation of women in our Nation's life. In recent years, we have made other giant strides by attacking sex discrimination through our laws and by paving new avenues to equal economic opportunity for women. Today, in virtually every sector of our society, women are making important contributions to the quality of American life. And yet, much still remains to be done".

Every president since Richard Nixon has issued a proclamation designating August 26 as Women's Equality Day. On August 25, 2016, President Obama's Proclamation read, in part: "Today, as we celebrate the anniversary of this hard-won achievement and pay tribute to the trailblazers and suffragists who moved us closer to a more just and prosperous future, we resolve to protect this constitutional right and pledge to continue fighting for equality for women and girls".

August 26 is truly a day to celebrate!

## Environment and Sustainable Development Committee



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

**The ESD Committee is taking a break in August and will be back in September to the newsletter with details about future programming. We hope you enjoy the sunshine!**

## Health Committee Report

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

In preparation for Health Committee's October event on Mental Health, we are continuing to spread awareness and education via the newsletter. This month I want to talk about a little (or not so little) mental health topic that we all deal with at some point or another—stress!

I see that stress and anxiety is rising among my friends and colleagues as the COVID-19 Delta variant is reverting some of our progress in returning to “normal,” and out west, where I am located, the heat, risk of fire, and concern for water resources is dampening efforts on finishing off the summer on a high note. There are a number of suggestions for managing stress, but it is important that you find the right one for you and the situation causing stress. National Institute of Mental Health has an easy-to-read page related to



this:

<https://www.nimh.nih.gov/health/publications/stress/>

As to Health Committee's progress towards developing our October event on mental health, we are pleased to announce that the *stress* of finding a keynote speaker has been lifted from our plates! We hope to share more information soon.

In the meantime, we are hoping to round out our event with our own BPW members who might have expertise in a mental/behavioral health field and can contribute to a panel to accompany other panelists and our keynote. If this interests you, or if you would like to be a part of the planning, please contact Health Committee: [Health@nfbpwc.org](mailto:Health@nfbpwc.org)

*NIMH recommends regular exercise to help cope with stress. I try to take “Milo” out for a walk around the neighborhood at least once a day, and we always come home feeling refreshed. What do you do to cope with stress? We discussed this at our last committee meeting and members mentioned: reading, watching a favorite television show, participating in hobbies, and making time to just be silly, have fun, and be yourself!*

## Lifelong Leadership & Learning (L3) Report

By: Kathy Kelly  
Committee Chair, Lifelong Leadership & Learning Committee, NFBPWC

### Lifelong Leadership & Learning (L3)

Kathy Kelly has moved into the VP Membership position on the Executive Committee. The L3 Committee is in great shape, and the transition has good timing. We have successfully completed 15 modules and have 15 certified trainers. We have an amazing team going forward and hope to increase awareness and participation throughout our membership. Next steps will include delivery platforms and certification options.

We had about 25 new and seasoned participants for the New Member Onboarding sessions July 19 and 26. We learned more about our organization's history, advocacy efforts, structure and personal and professional

development opportunities. And lots of great networking time! A huge thank-you to Kathy Telban (BPW/OH) for her hours of research, and to brand-new member Jane Taff (BPW/CA) for her willingness to give a LIVE demonstration to show how to set up your member profile on the website.

The L3 Team is standing by for your request to give a module presentation by Zoom or in person. Please send inquiries to [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)

## Mentoring Committee Report

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

We need Mentors!! We received applications during our second session from members desiring to be mentored. Some of our members need assistance re-establishing their businesses and careers following the pandemic. Others are seeking career changes.

Are you an attorney? Would you be willing to mentor a student interested in pursuing a career in law? Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

Do you know of venues seeking a singer/musician? Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

Are you willing to share leadership stories and successes? Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

Have you been published? Are you willing to mentor an aspiring author? Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

Are you part of the sandwich generation? Would you be willing to build a relationship with a member and “be there” to support them? Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

Do you have non-profit grant-writing expertise?\_Would you be willing to help guide a member in writing? Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

### New Mentoring Concept - your thoughts?

Would you be willing to participate in “mentoring meet-ups” that feature a member with a specialty/expertise? These online opportunities would allow you to ask specific questions of the presenter and would not require a formal mentoring agreement between two parties.

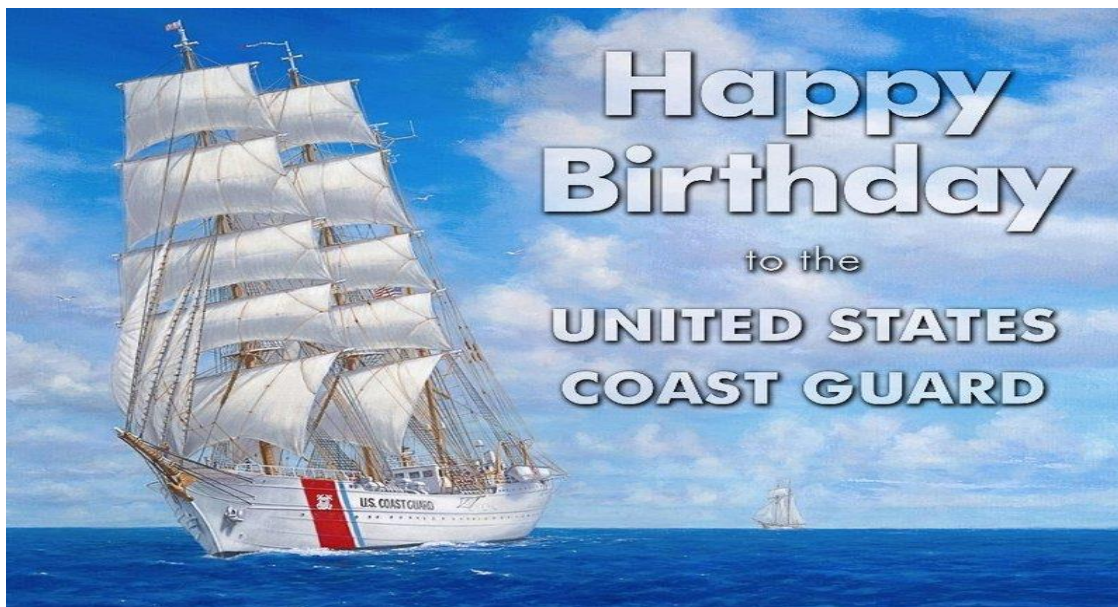
Email me! [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

We need your participation.



## Military-Affiliated Women Report

By: Barbara Bozeman  
Committee Chair, Military-Affiliated Women Committee, NFBPWC



**August 4<sup>th</sup>, 2021 marks the 231<sup>st</sup> birthday for the U.S. Coast Guard.**

Even before President Washington signed the Tariff Act in 1789, which effectively paved the way for what is known today as the U.S. Coast Guard, women served. Wives and daughters of lightkeepers shared in the duties of protecting boats from dangerous areas and serving as navigational aids. In a number of cases, these same women took over when their loved ones passed on.

The first of record was Hannah Thomas, wife of John Thomas, keeper of the Gurnet Point Light, near Plymouth, Massachusetts. When Mr. Thomas joined the Continental Army in 1776, it was Hannah who kept the light aglow.

In April of 2019, Project Gurnet and Bug Lights, Inc honored Hannah Thomas as America's first female lighthouse keeper and was able to have a U.S. Lighthouse Service Marker placed at her grave.

*Excerpt from the U.S. Coast Guard History Program:*

*The Coast Guard is one of the oldest organizations of the federal government. In times of peace, it operates as part of the Department of Homeland Security, serving as the nation's front-line agency for enforcing the nation's laws at sea, protecting the marine environment and the nation's vast coastline and ports, and saving life. In times of war, or at the direction of the President, the Coast Guard serves as part of the Navy Department.*



## Small Business Committee Report

By: Manjul Batra, NFBPWC Committee Chair  
[SmallBusiness@NFBPWC.org](mailto:SmallBusiness@NFBPWC.org)

Members are invited to a Small Business Forum:

1. Business owners
2. Members with Hobbies
3. Members interested in starting a business and others for support.

**Date:** August 23, 2021

**Time:** 4:00 PM Pacific Time

Small Business owners planning to introduce their businesses please contact Small Business Chair by August 15, at [SmallBusiness@NFBPWC.org](mailto:SmallBusiness@NFBPWC.org).

## Digital Training Committee Report

By: Judy Bell and Marsha Riibner-Cady  
Digital Trainers, NFBPWC 2020-2022  
[DigitalTraining@NFBPWC.org](mailto:DigitalTraining@NFBPWC.org)

The digital training team meets the first Wednesday (August 4) of the month at 5 pm Eastern here:  
<https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhiSVBIcz09>

Each month we focus on what our attendees need. We are here to help anyone who needs information or assistance with all things technology. We encourage you to join us.

As always, we are available to assist you at other times, besides the first Wednesday of the month, just let us know what you need!

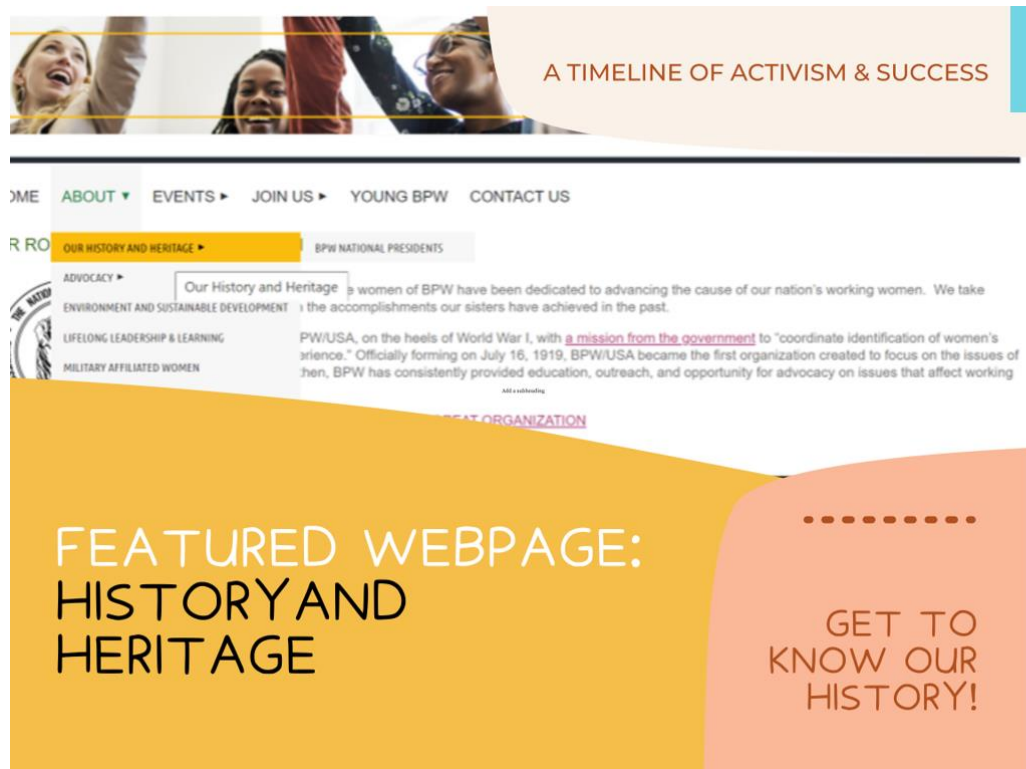
We welcome our newest members and encourage you to join us or contact us if you need assistance setting up your profile on the website.

(A special challenge for all attendees, where will Marsha be for the August 4 meeting???)

Be well and join us for WWW!

## Website Committee Report

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



[nfbpwc.org/heritage](https://nfbpwc.org/heritage)

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

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

### REMINDER:

State's and local clubs can post featured BPW events onto the National calendar. If your event is open to members all over the U.S., please share your event with me!

Thank you!!

Lea-Ann

## Social Media Committee Report

Sue Oser, Social Media Chair

### *August 26th – 97th Anniversary of Women in the United States Winning the Vote*

#### August Women's History Events

- **August 6, 1965** – The Voting Rights Act outlaws the discriminatory literacy tests that had been used to prevent African Americans from voting. Suffrage is finally fully extended to African American women
- **August 8, 1969** – Executive order 11478 issued by President Nixon requires each federal department and agency to establish and maintain an affirmative action program of equal employment opportunity for civilian employees and applicants
- **August 9, 1995** – Roberta Cooper Ramo becomes the first woman to hold the office of president of the American Bar Association
- **August 10, 1993** – Ruth Bader Ginsburg is sworn in as the second woman and 107th Justice to serve on the US Supreme Court
- **August 12, 1972** – Wendy Rue founds the National Association for Female Executives (NAFE), the largest businesswomen's organization in the United States

- **August 14, 1986** – Rear Admiral Grace Murray Hopper retires from active duty in the US Navy. A pioneering computer scientist and inventor of the computer language COBOL, she was the oldest officer still on active duty at the time of her retirement
- **August 23, 1902** – Fanny Farmer opens the “School of Cookery” in Boston, MA
- **August 26, 1920** – The 19th Amendment of the US Constitution is ratified granting women the right to vote
- **August 26, 1970** – Betty Friedan leads a nationwide protest called the “Women’s Strike for Equality” in New York City on the fiftieth anniversary of women’s suffrage
- **August 26, 1971** – The first Women’s Equality Day, initiated by Representative Bella Abzug, is established by Presidential Proclamation and reaffirmed annually
- **August 28, 1963** – More than 250,000 gather for a march on Washington, DC, and listen to Martin Luther King, Jr.’s famous “I Have a Dream” speech
- **August 30, 1984** – Judith A. Resnick is the second U.S. woman in space, traveling on the first flight of the space shuttle Discovery

(Source: <https://nationalwomenshistoryalliance.org/events/august/>)

## Engage with NFBPWC on Social Media



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



[https://www.youtube.com/channel/UC2l\\_ciIxLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciIxLyvbu1dbBOsV9Tg)



<https://twitter.com/nfbpwc>



[https://www.instagram.com/nfbpwc\\_usa/](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 |  Direct access to state-licensed and fully credentialed doctors, via phone or video consultations          |
|  Save on eye exams, contact lens exams, glasses and more                                              |  Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions |
|  Save on generic drugs and brand name prescriptions                                                   |                                                                                                                                                                                               |

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](https://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](https://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 2021-2022:

Lynn Brandstater	President
Anne Marie Johnson	Treasurer
Barbara J. Davis	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

The summer heat isn't slowing down California's clubs and members at large. On August 14, the Hollywood club will honor the National Women's History Alliance's Molly MacGregor as this year's Susan B. Anthony awardee. The meeting is via zoom at 2pm PDT. As a partner with the Alliance, California is proud of their efforts to enhance attention to Women's Equality Day and plan to (long range) make it a recognized, official holiday. Hollywood's President, Marjory Hopper, is hosting a patio party for East Los Angeles/Montebello's annual "funraiser." Hopefully some funds will be raised as well at the gathering on August 21.

Our state has a tradition of not holding meetings over the summer. With zoom, that is changing, and this provides more opportunities for guests to learn more about us. The Downtown Sacramento club held its July meeting, and a good friend of relatively new member Jane Teff (thanks for inviting guests to the meeting) told us she finally had a scheduling break and was able to attend. She enjoyed the meeting and let us know she's eager to join. Their next zoom meeting is August 10 at noon PDT. Kudos to Bay Capital District President and Downtown Sacramento club President Katherine Winans for putting so much energy into keeping the momentum going.

It's members like Marjory and Katherine who keep us moving forward. As we participate this month in events to recognize Women's Equality Day, let's remember to continue to Advocate, Believe and Communicate on behalf of ALL women.

## Join the BPW/Hollywood California club for the Susan B. Anthony Award program on Saturday August 14!

14 Aug 2021, 5:00pm-6:00pm EDT / 2:00pm-3:00pm PDT

Register at: <https://www.nfbpwc.org/event-4425656>

As a fierce champion of women's rights and an outspoken advocate for the abolition of slavery, Susan B. Anthony paved the way for female leaders today and organized positive change that has affected millions of people around the world.

Since 1984, Hollywood BPW has held an annual Susan B. Anthony award ceremony; celebrating outstanding women who have excelled in their fields and raised the status of humankind. And, because this year's event is so close to Women's Equality Day, the event will emphasize Miss Anthony's goal as a suffragist -- the right for women to have the opportunity to vote. In her words, "Failure is Impossible."



This year, the award will be presented to Molly Murphy MacGregor, founder of the National Women's History Alliance.

She, and four women, most of them teachers, campaigned for a Women's History Month to "write women back into history." The leader of the five women, Molly Murphy MacGregor, was a 24-year-old high school history teacher in Santa Rosa, California, in 1972 when she couldn't find an answer in textbooks to answer a student's question about the women's movement.

Attend this August 14th online event to learn more about what happened, the National Women's History Alliance, and what initiatives Molly Murphy MacGregor is leading today! Program flyer: [Hollywood BPW Event Flyer](#).

### DID YOU KNOW?

Beginning in 1935, the National Federation of Business and Professional Woman's Clubs (BPW) led the charge for Anthony's nomination to the Hall of Fame For Great Americans. The California clubs submitted over fifty petitions stating, "We the undersigned present the name of Susan B. Anthony for nomination to the Hall of Fame. In our opinion she is one of the outstanding women citizens of the United States." BPW led the campaign for Anthony's election until -- in 1950, she was elected. BPW immediately began raising the \$10,000 needed for the bust and unveiling ceremony. - [read more](#) -

For questions about this event, contact Marjory Hopper at [marjoryhopper@gmail.com](mailto:marjoryhopper@gmail.com)



Judge Sarah T. Hughes, president of the National Federation of Business and Professional Women, and Ann Anthony Bacon, Susan B. Anthony's niece, were present for the unveiling of the bust by Brenda Putnam.

## NFBPWC Colorado Federation

### Executive Committee 2021-2023:

Evie Hudak	President
Sharon Simmons	1 <sup>st</sup> Vice President
Linda Sue Shirkey	2 <sup>nd</sup> Vice President
Sara Bastani	Secretary
Cynthia Wieme	Treasurer



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

### Please support our Laurie D in the Colorado Talent Contest Throwdown Showdown!

(This is similar to America's Got Talent which Laurie passed the first round of back in 2013 when AGT came to Denver!)

Saturday August 7th 4 pm (gates open 3:30 pm)

at

Infinity Park Stadium Glendale, CO

Please check back often at: <https://www.infinityparkatglendale.com/events/> for updates.

There will be a link SOON for how to view and vote virtually! I'd love to see some folks live to cheer me on!

Mark your calendar to send you a notification as a reminder!

If you're on Facebook please help spread the word at <https://fb.me/e/bGKTnAsop>

Here is the song I will be performing: <https://lauriedameron.bandcamp.com/track/goodnight-sweet-baby-sweet-dreams>

**THANKS A MILLION I'M COUNTING ON YOU!**

If I win the \$10K I will have a big catered event or some kind of event to thank everyone who votes!

Happy Summer!

Laurie D



## BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

### What Interests you?

With the pandemic restrictions easing, I am filled with gratitude for the music events I've had all summer and especially in August, which will be a very busy month for me this year. I'll get to travel to Aspen, Glenwood Springs, Grand Lake, Steamboat Springs, and Cuchara (near La Vita in southern Colorado). So not much time for "Green News" this month. I recently had a meeting with our Environmental Committee with National Federation of Business and Professional Women Clubs (NFBPWC), and the subject of writing articles on environmental issues came up. Concern was expressed as to whether our BPW colleagues are reading them; I've often wondered this myself. I try to keep my "Green News" upbeat and positive; I also try to have some interaction by asking readers for their ideas and opinions. I rarely hear back. So, the focus this month is simply to ask you what interests you? What would you like for me to investigate for you and report back on? I usually spend several hours researching and writing these articles. If I don't hear back from you, I might conclude that my time is better spent trying to promote environmental issues in some other way. Of course, I post a lot on social media—Facebook and Instagram—but I would love to hear from you on how I can make more of a difference! On another note, please mark your calendar for Saturday, August 7th because I am a contestant for Colorado's Talent Contest Throwdown Showdown! It's similar to "American Idol" or "America's Got Talent" (I passed the first round of AGT in 2013 when they came to Denver). A huge audience is expected for this event, which will be held in the Infinity Park Stadium in Glendale, Colorado. Gates open at 3:30 p.m. I have a chance of winning the Grand Prize of \$10,000—and if I win I will have a catered event to thank everyone for their support! I will also use that money towards my dream of performing and traveling around the world, which is my goal now that I am in my sixties. I am so excited and hope to see some of my BPW Colorado colleagues there! If you can't attend live, there will be a way to view and vote virtually. Meanwhile, here is a link to the song I will be performing there: <https://lauriedameron.bandcamp.com/track/goodnight-sweet-baby-sweet-dreams>. Thank you. I hope you are all well and enjoying the summer. Lots of folks travel in August, so have a great time if that's the case. I look forward to hearing from you! ##

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

### VII. A VARIETY OF OPINIONS

60. Finally, we need to acknowledge that different approaches and lines of thought have emerged regarding this situation and its possible solutions. At one extreme, we find those who doggedly uphold the myth of progress and tell us that ecological problems will solve themselves simply with the application of new technology and without any need for ethical considerations or deep change. At the other extreme are those who view men and women and all their interventions as no more than a threat, jeopardizing the global ecosystem, and consequently the presence of human beings on the planet should be reduced and all forms of intervention prohibited. Viable future scenarios will have to be generated between these extremes, since there is no one path to a solution. This makes a variety of proposals possible, all capable of entering into dialogue with a view to developing comprehensive solutions.

[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](mailto:WindchimeL@aoL.com)

Or visit [www.LaurieDameron.com](http://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



The NGO Committee on Migration, Subcommittee on Xenophobia, Racism and Social Inclusion recently presented an event.....

*Reported by Kathleen Ray, committee member*

Please note that three of our NFBPWC Board members are on this NGO Committee and worked directly to put this event together (Eva Richter, Nermin Ahmad, Kathleen Ray). The live zoom webinar was a virtual side event in parallel with the United Nations High Level Political Forum (HLPF) on Sustainable Development.



Thursday, July 8 2021 | 1:00pm– 2:30pm EDT

This event presented and discussed a just-completed survey on promising practices developed by front-line organizations working with migrants in this COVID-era. The program featured speakers from the International Organization for Migration (IOM), the GFMD Mayor's Mechanism, and selected NGO representatives from among the survey respondents.

#### SPEAKERS:

**Jorge Andres Gallo Hoyes** – UN Migration Agency (IOM).

Regional Media & Communications Officer for Central America, North America, and the Caribbean, Costa Rica

**Sophie van Haasen** – Coordinator, GFMD Mayor's Mechanism, Belgium

**Presentation of Comprehensive Survey and Report –**

**Trisha Dehrone** – Subcommittee on Xenophobia, Racism, and Social Inclusion

**Kathleen Ray** – Subcommittee on Xenophobia, Racism, & Social Inclusion. Member of National Federation of Business & Professional Women's Clubs and BPW-International; Co-Director of Hyde Park Refugee Project

#### NGO Representatives:

- **African Organization of the International Trade Union Confederation (ITUC-Africa): Akhator Joel Odigie** – Deputy General Secretary

- **Justice for All: Adem Carroll** – Director of UN Programs, USA

- **Together Project (MakeWay): Anna Hill** – Co-Director, Canada

- **Insan Association- Judy Yazbeck**, Project Coordinator  
Lawyer Archrafieh – Lebanon

- **Unlimited Potential: Emma Viera** – Executive Director, USA/Mexico

**Moderator: Pamela Morgan** --

Executive Committee, NGO Committee on Migration; Chair, Zonta International UN Committee

**Xenophobia, Racism and Social Inclusion Subcommittee Survey Report Team:** Eva Richter, Pamela Morgan, Corann Okorodudu, Nermin Ahmad, Kathleen Ray, Leslie Popoff, Rashmi Jaipal, Trisha Dehrone, Emily Van Vleck, Donna Akilah, Jean Quin, Sreelakshmi Pushpanadh, Sonya Suchday, Cynthia Mathew, Grace Amarachi Ezeonu.

## 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 <sup>st</sup> VP Membership
Neslihan Cakiroglu	2 <sup>nd</sup> VP Advocacy
Philippa Kim	3 <sup>rd</sup> VP Programs
Voyka Soto	Secretary
Marlene Kwee	Treasurer
Francesca Burack	Immediate Past President
Open	Young Professional Representative

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

By: Nermin K. Ahmad, President, NFBPWC New York City

The New York City Affiliate Chapter Board has continued its month of introspection, reviewing where it has been and where it would like to be. One of our interns, Adama Kora is delving into the history of the NYC Chapter and is interviewing current members to build their profiles. Another intern, Djenabou Bah is working on developing a master list of grants available to women, notably business and professional women, at the local, regional, national, and international levels. A third intern, Emily VanVleck is working with the UN Committee on Migration and is actively blogging and working social media for us. All three interns have become student members and are reaching out to local universities and colleges with women's programs to attract more student members.

On Sunday July 25<sup>th</sup>, members of the Board registered their concern regarding August 3<sup>rd</sup> being Black Working Women's equal pay date in a video shared with the PowHer Coalition.



On August 18<sup>th</sup>, at 1:00 pm Eastern Time, we will celebrate 101 years since the ratification of the ERA through a conversation with Attorney Linda Coberly (pictured at left), who will discuss the current status of the ERA, why we need it, and why it is not too late. For more information and registration, please check back at the [NFBPWC-NYC Events Page](#).

One hundred years after passage of the Nineteenth Amendment, women are still fighting for equal rights. Congress passed the Equal Rights Amendment in 1972 – with broad support on both sides of the aisle. But when the time limit for ratification expired in the early 1980s, the ERA remained three ratifications short of the 38 state ratifications required for it to become part of our Constitution. That has now changed, with the ratifications by Nevada in 2017, Illinois in 2018, and Virginia in early 2020.

Linda Coberly is the chair of Winston & Strawn's Appellate & Critical Motions Practice and serves as Managing Partner of the firm's oldest and largest office. She provides advice on strategic legal issues at all stages of litigation, informed by her time as a clerk for Justice Stephen G. Breyer and for Judge Douglas H. Ginsburg on the D.C. Circuit. She has argued more than 50 appeals in federal and state appellate courts across the country. Ms. Coberly serves as Chair of the ERA Coalition's Legal Task Force and leads the firm's pro bono efforts to support ratification of the Equal Rights Amendment. She is a director and immediate past chair of the board of Heartland Alliance (the Midwest's largest human rights and anti-poverty organization), serves on the Board of the United Way for Metro Chicago and as Vice President of the Board of Trustees of Chicago's Goodman Theater, and is a member of the Chicago Network, an organization of women at the top of their organizations in business,

law, academia, government, and the arts. She holds an A.B. from Princeton and a J.D. from the University of Michigan.

On September 21 we will kick off our Money Talks series, focusing initially on grants. Each talk will be at 1 pm. On Sept 21 we will look at the grants available to business women in NYC, on October 21 we will discuss grant writing. On October 26 we will look at available Corporate Grants across the country. We are holding member Garden Parties on September 12 and October 29, in NYC.

Date and time to be determined: A conversation between our board member, Marianna MOTT Newirth, who is writing an Opera around her foremother, Lucretia Coffin Mott (LCM), and her sister-in-law, Meg Mott (Professor Emerita in Political Theory at Marlboro College), who leads groups in constitutional debates, with a focus on the rights of women. She is behind the award-winning Debating Our Rights series which focuses on one liberty amendment so that participants are able to understand their opponent's point of view without having to endorse it. We have invited them to talk about how they live LCMs legacy and answer your questions.

## NFBPWC North Carolina

### Executive Committee:

Marsha Riibner-Cady	President
Barbara Bozeman	NFBPWC-EC Liaison
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook
Varnell Kinnin	SDG/ Advocacy 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

We invite everyone to attend our upcoming meetings, the third Thursday of the month at 8 pm by clicking on the link here:

<https://zoom.us/j/93649746577?pwd=Unh0TG1CdVFramxmellJEVThDd3V4Zz09>

or contact Marsha for details at [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com)

Hyon Rah, pictured to the right, spoke at our July 15, 2021 meeting. Her topic was "An Introduction on the Environmental and Sustainable Development Committee." Hyon told us all about the committee and how we can help. At a high level, [the Environmental & Sustainable Development Committee](#) provides a:

Knowledge base  
Support network  
Platform to advocate and collaborate

NFBPWC-NC thanks Hyon for her time and knowledge. Here is a link to Hyon's July NFBPWC newsletter article:

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





Daneene Monroe Rusnack, NFBPWC VP of Advocacy, also joined us. We had a demo on One Click which can be found on the NFBPWC.ORG website <https://www.nfbpwc.org/advocacy> This is an awesome and painless way for you to contact your representatives about issues that most concern you. Check it out or contact Daneene, VP of advocacy at [vpadvocacy@nfbpwc.org](mailto:vpadvocacy@nfbpwc.org)

### UPCOMING EVENTS, PLEASE JOIN US:

August 19, 2021, 8 pm Eastern, NFBPWC-NC meeting with speaker Tracy Keller, CEO of the Girl Scout Council of the Colonial Coast, will speak on how girls are being prepared for life and careers through the GS. Donations are gladly accepted at GSCCC.ORG to support less fortunate girl's GS experiences. From the NFBPWC website:

### JOIN US TO LEARN ABOUT AND DISCUSS HOW WE ALL CAN HELP GIRLS THRIVE IN LIFE AND IN THEIR CAREERS BY HELPING THEM:

- Develop a strong sense of self
- Display positive values
- Seek challenges and learn from setbacks
- Form and maintain healthy relationships
- Learn to identify and solve problems in her community



Tracy Keller is the chief executive officer of the Girl Scouts of the Colonial Coast, a regional nonprofit dedicated to improving the lives of girls.

The regional Council serves nearly 12,000 girls with the help of more than 5,000 adults in southeastern Virginia and northeastern North Carolina.

Please join us for this informative meeting. Register at: <https://www.nfbpwc.org/event-4338524>

On September 16, 2021, 8 pm Eastern, NFBPWC-NC welcomes Kathy Kelly back to work on our goals!

If you are willing to speak with our club or want us to join your club meeting, please contact Marsha at [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com).

## NFBPWC North Carolina – Chatham County Chapter

### Executive Committee 2020:

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

By: Jennifer Halloran, President, Chatham County BPW



## Pennsylvania Affiliate Chapter

### Executive Committee:

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



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

By: Nancy Werner, President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFBPWC will be holding a meeting on Sunday, August 8 via Zoom.

The National Women's History Alliance would like us ALL to celebrate National Equality Day on August 26. We are planning what we can do for this special day.

I attended the Outboarding Membership Zoom sessions as we welcomed the many new members who have joined our NFBPWC. There were two sessions – July 19 and July 26.

I did report at the NFBPWC Board meeting on Tuesday, July 20. Report had been emailed and the questions of discussion for the meeting were answered with PA Affiliate in mind.

I also attended the NFBPWC Advocacy Meeting on Thursday, July 22 chaired by Daneene Rusnak.

The Friday Night "Connections/Conversations" sessions are being attended by the PA Affiliate members. Thank you for that open forum.

We are using social media sites like Facebook to connect with our members. Ginny Bailey is still gathering "likes" for our group -NFBPWC-Pennsylvania. She has been busy gathering current information on programs for women and girls throughout the Commonwealth as well as historical articles.

Lilly Gioia, our "Legislative Reporter" is continuing to gather news across the country and in PA. Her column is a MUST read. It is under Pennsylvania.

The newest addition to the NFBPWC web site, the "One Click-Politics Forum" is the best yet. The Violence Against Women Act has stalled in the Senate. What a great way to send an email to our Senators and remind them of this concern. (Thank you, Lilly, for providing the short summary of this VAWA for us.)

Getting ready to attend the New Hope Film Festival on Saturday, July 30<sup>th</sup>. Tickets were purchased so we can support our member, Amanda Owen, as she presents her film, "Finding Justice: The Untold Story of Women's Fight for the Vote." The Suffrage Movement of PA is portrayed with the Justice Bell as the main star.

We spoke to the "Spotlight" feature in the E News. We want to share our stories from the PA Affiliate. Encouraging all our members of the PA Affiliate to submit because we all have a story to share.

I am busy preparing packets to hand out at the upcoming BPW/PA Summer Board Meeting on Sat., August 14. Using our newest NFBPWC brochures, book markers, membership application for PA Affiliate and a sheet filled with all the activities that NFBPWC is providing on Zoom are in the works. Hoping to share all the positive activities that NFBPWC has been providing us. I have also asked for time to speak in front of the BPW/PA Board.

We will be meeting in person for a social gathering at the Radisson Hotel in Camp Hill, PA on Friday, August 13. BUT we will also use Zoom to invite our members who may not be able to attend in person. We are making this work. Thank you Zoom.

## Pennsylvania Advocacy Report

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

### FOX NEWS GETS \$1 MILLION FINE FOR VIOLATING NEW YORK HUMAN RIGHTS LAW:

In a late June 2021 settlement with New York City's Human Rights Commission, Fox News was required to remove "mandatory confidential arbitration" clauses from contracts of on-air talent along with other employees and contributors for a period of four years. Agreeing to pay a \$1 million fine, Fox News effectively admitted to a "pattern" of misconduct that includes sexual harassment, discrimination and retaliation against victimized employees. According to a 6/30/21 Associated Press report, the \$1 million penalty stems from an investigation where the Commission concluded there was "rampant abuse" at the popular network.

In addition to former anchor Gretchen Carlson, other women came forward with harassment allegations including former Fox anchor Megyn Kelly. The \$1 million fine is based on "willful and wanton" violations. This penalty was the largest ever imposed in Commission history. Officials said they hoped the large penalty would deter bad behavior at any workplace. The Commission said that women who rejected advances were retaliated against with fewer appearances on the air and bad work assignments. Women's text messages were spied upon.

The investigation showed that Fox News "ensured that those who have complained had no future" working at the network. Under the settlement, Fox News must maintain an anonymous hotline for employees to report harassment or job retaliation. Fox compliance will be monitored by outside inspectors over the next two years. Labor lawyer Nancy Erika Smith, who represented Gretchen Carlson, noted that forced arbitration and mandatory non-disclosure agreements silence victims. "Bravo! Finally!" Smith said. "The government is seeing that silencing victims protects harassers." Carmelyn Malalis, Commission Chairwoman, said she hopes the provision requiring Fox News not to insist upon mandatory arbitration to settle disputes—forums that often benefit employers and keep allegations secret—"will be a model for similar settlements in the future." Fox News Chief Executive Suzanne Scott said she was working to change a corporate culture that treated secret seven-figure and eight-figure payouts to the harassment victims of not only Roger Ailes, but also of fired star anchor Bill O'Reilly, as a cost of doing business. Since 2017 the New York Human Rights Commission has filed 521 claims of gender-based workplace harassment, assessing \$4.5 million in damages and penalties. When H.R.963, the Forced Arbitration Injustice Repeal Act of 2021 (F.A.I.R. Act) comes up for a vote in Congress this summer, this action by the New York Human Rights Commission adds urgency to the need for national legislation ending the tyranny of forced arbitration. BPW/PA members at the 2021 State Convention strongly supported a Resolution urging immediate passage of the F.A.I.R. Act.

### EQUAL RIGHTS AMENDMENT PROGRESS SLOWS:

On 6/22/21 leaders from the National Organization for Women, the E.R.A. Coalition and U.S. Senators, including Pennsylvania Senator Bob Casey, advocated for ratification of the Equal Rights Amendment. "It's still hard to comprehend that we've gone all these years, even decades, with not enough progress," Senator Casey said. "I think there's plenty of motivation and now we just have to have a commitment on legislation in addition to motivation," he added, indicating he is "optimistic." Nina Ahmad, Interim President of PA N.O.W., said "whether it's their paychecks, whether it's access to their doctors and making decisions, all of those things," women need to make sure we have equal rights. "We are 51% of the population, and yet we are fighting to say that we need to have equal rights in this day and age." Seven days later on 6/29/21 a three-judge panel of the First Circuit Court of Appeals in Boston ruled against the Equal Means Equal (E.M.E.) lawsuit. Judges ruled that women's organizations and women individually or as a group, do not have "standing" in the case seeking a Court Order to force the United States Archivist to publish the Equal Rights Amendment.

E.M.E. advocates in a statement said, "On the eve of our nation's celebration of liberty for all, the federal court has ruled that not only can women not celebrate being equal, they do not even have the right to fight for their equal rights in court!" They pledged to "seek further review of this outrageous decision by the full First Circuit Court of Appeals."

Over 48 million women voted for President Biden and Vice President Harris in part because they explicitly stated during their campaign that they support the E.R.A. being published in the Constitution, activists maintained.

This is why Equal Means Equal has been protesting as E.R.A. Sentinels outside the Justice Department in Washington, D.C. for several weeks. "We need many more women to join us in this visible protest! This is not over. Women must fight harder than ever and pressure the Biden administration to use their authority as head of the Executive branch and demand that the E.R.A. be published immediately. If the courts won't follow the law, then women must rise up in protest as our Sister Sentinels did 100 years ago."

#### MILITARY SEXUAL ASSAULT PROSECUTIONS DEBATED:

Defense Secretary Lloyd J. Austin has issued a statement supporting the removal of commanders from having any voice in whether service personnel should be prosecuted if accused of sexual assault. This was the recommendation of an internal Defense Department Independent Commission established by Secretary Austin and is a change that has long been resisted by senior military leaders. Subsequently, in July President Joe Biden concurred with the Commission's findings. In a statement Biden supported provisions in legislation sponsored by New York Senator Kirsten Gillibrand, the Military Justice

Improvement and Increasing Prevention Act of 2021. An estimated 20,000 charges of harassment and sexual assault annually, a large majority of which go unreported, continue after a decade of failure by the military to make any real progress. Numbers have gotten worse, and convictions plummeted, according to a 6/23/21 Defense One report. Secretary Austin pledged to work with Congress to implement change that should lead to more prosecutions and convictions. However, Joint Chiefs Chairman General Mark Milley and each of the service branch heads wrote to the Senate Armed Services Committee top Republican, Oklahoma Senator Jim Inhofe, cautioning that the proposed measure goes too far. It could have unintended consequences on military leaders' ability to maintain discipline in the ranks, military leaders said. In response Senator Inhofe stated that the proposed bill "would complicate the military justice system unnecessarily." Senator Gillibrand noted that she was disappointed, but not surprised by the Chiefs' responses. "From racially integrating the Armed Forces to enabling women to serve in combat, to allowing LGBTQ service members to serve openly, the Chief of Command has always voted to protect the status quo, just as they are doing here. Their arguments are recycled talking points from the battles for progress in the past and are void of any coherent argument beyond the disingenuous 'good order and discipline'."

#### NEW LEGISLATION TO ASSURE FEMALE OLYMPIC ATHLETES RECEIVE EQUAL PAY:

Newly introduced legislation by Senator Diane Feinstein (D/CA) and Patty Murry (D/WA) would mandate equal pay for Team U.S.A. athletes, coaches, and other personnel, according to a Sierra Sun Times report. One of the 22 House co-sponsors is Rep. Mary Gay Scanlon (D/PA). Senator Feinstein noted that when the U.S.A. Women's Teams take the stage at the Summer Olympics ready to bring home the gold, despite numerous and repeated successes on the field, they continue to receive less financial support than their male counterparts. "It's time to even the playing field and ensure men's and women's national teams receive equal pay and resources within their respective sports." The "Even Field Act of 2021" means equal pay, equal investment and equal working conditions," said Rep. Brenda Lawrence (D/MI) Co-Chair of the Democratic Women's Caucus, also a co-sponsor of the bill.

"The U.S. Women's National Soccer Team has won four world cups, four Olympic gold medals and is currently ranked #1 heading into the 2021 Summer Olympics. However, despite its successes on the field, the U.S. Soccer Federation pays women team members just 38 cents for every dollar paid to their male counterparts," Rep. Lawrence stressed.



O.S.H.A. ISSUES TEMPORARY EMERGENCY STANDARD FOR COVID-19 SAFETY:

At the direction of President Biden, the Occupational Safety & Health Agency issued a Temporary Emergency Standard for Covid-19 that was published in the Federal Register and took effect on 6/21/21, according to a Government Executive News report. It applies to the Healthcare industry only. Under the Biden administration O.S.H.A. has stepped up the enforcement of coronavirus workplace protections, Bloomberg Law reported. Where during the pandemic thousands of safety complaints failed to be investigated under former Labor Secretary Eugene Scalia, five months into the Biden Administration, O.S.H.A. has issued more than three times as many pandemic safety violations than it did during the Trump administration.

O.S.H.A. also has increased the number of inspections of workplaces where Covid-19 could be a hazard, even if an employer or workers haven't reported complaints to the Agency. Health concerns and fears over unsafe working or commuting conditions compelled countless workers to delay returning to their former jobs. The U.S. Labor Department reported that nearly four million people quit their jobs on April 2021, the most on record. During the pandemic people were able to save money and pay down their debts, giving them a cushion to leave jobs that left them dissatisfied. Other workers, disinclined to give up remote work, are abandoning jobs that are less flexible, according to a 6/20/21 New York Times report. Unreliable childcare options remain obstacles for women returning to the workforce.

LINA KHAN TO HEAD THE FEDERAL TRADE COMMISSION:

Columbia Law School Professor Lina Kahn was confirmed by the Senate for a seat on the Federal Trade Commission (F.T.C.) on 6/15/21. Promptly thereafter President Joe Biden named Kahn Chair of the anti-trust agency, according to a 6/28/21 Businessweek report. Kahn, 32, will now be responsible for challenging mergers and taking on companies when they use their market muscle to snuff out competition. The youngest-ever F.T.C. chair, Kahn's Yale Law School article titled "Amazon's Antitrust Paradox," traced how the online retailer came to control key infrastructure of the digital economy and how traditional antitrust analysis fails to consider the danger to competition the company poses. A House investigation last year accused huge tech companies of abusing their dominance to thwart competition. Lawmakers are considering a raft of bills to impose new rules on how the companies operate. Khan, who was counsel to the House antitrust committee during its probe, was one of the main House report authors. Bloomberg Businessweek reported that over the last two decades concentration has risen in industries across the economy. Their market power can suppress wages and exacerbate inequality. Republicans and Democrats alike are pushing for antitrust reforms to rein in the biggest tech platforms, and Khan was confirmed by the Senate with significant Republican support. "She won't have to wait long for her first big test: the F.T.C. will oversee an antitrust investigation of Amazon's proposed acquisition of Hollywood studio MGM. It's just the kind of deal Khan has warned about," wrote Businessweek's David McLaughlin.

ECONOMIC DISADVANTAGES OF OLDER WOMEN DOCUMENTED BY NEW STUDY:

The University of Massachusetts Gerontology Institute developed a new "Elder Index" to demonstrate the depth and scope of economic disadvantages experienced by older women living alone across the United States.

"Life-long patterns of inequality in work experiences and wealth accumulation are behind a substantial gender disparity in retirement economic security," said Jan Mutchler, the reports lead author and a professor of Gerontology at UMass Boston. "The consequences of that disparity affect so many older women who routinely face hard choices about basic expenses they simply can't afford," Mutchler wrote. Researchers found that 54% of women aged 65 or older and living alone were economically insecure – meaning they did not have enough income to afford their local cost of living without assistance. It was found that 45% of older single men had insufficient income to afford the same no-frills budget covering housing, healthcare, food, transportation and other important miscellaneous items. Just 24% of couples did not have the income necessary to afford their local cost of living. The economic disparity between older men and women living alone grows worse as both age. Among singles 85 and older, 61% of women and 46% of men had income

insufficient to meet their living expenses without help. Women “arrive at retirement with fewer assets and face a higher risk of exhausting their savings. As a result, older women struggle financially and the consequences range from falling into debt, to being unable to keep up with bills or to foregoing necessary medical care.” Across the country the gender disparity in elder economic security appeared consistently among different racial and ethnic groups. “Clearly the gender disparity in elder economic security is present everywhere in America,” said Mutchler. “No single policy or action can address that. But better access to affordable childcare and eldercare as well as continued progress in gender income equity can make a difference for older women in the future.” Most women spend their working lives behind the economic curve. They work, typically paid less than men when at work, and are more likely to provide family care with reduced employment opportunities. Their economic situation doesn’t improve in later life. Lower Social Security and pension benefits, the result of working and earning less over decades, and the fact that women are more likely to live longer than men, just expands the gender disadvantage into old age and often makes it worse, the 6/15/21 Gerontology Institute press release maintained.

#### TEAMSTERS ARE TAKING ON AMAZON:

On 6/24/21 the International Brotherhood of Teamsters, one of the nation’s biggest, strongest and richest labor unions, overwhelmingly approved a Resolution that called for mounting an ambitious campaign to mobilize and organize Amazon workers across the United States. The Resolution said that “building worker power at Amazon and helping those workers achieve a union contract is a top priority of the Teamsters.” With 1.32 million members and a reputation of fighting for and delivering to workers, the Teamsters union is intent on being more successful at organizing workers at ferociously anti-union Amazon than the Retail, Wholesale and Department Store Union was in organizing an Alabama Amazon warehouse recently. Randy Korgan, Teamsters Southern California Organizing Director, said, “There is no clearer manifestation of how America is failing the working class than Amazon. Amazon’s impact on this industry is driving wages and working conditions and safety conditions downward. Amazon’s model is not good for working families; it’s threatening middle-class jobs. Everybody can recognize the unprecedented amount of money that has been generated by Amazon’s wealth and how Amazon has pushed into the transportation system and tried to dominate it. Workers are not staying there. Workers are getting hurt at an alarming rate. Before the pandemic nobody paid attention to how products got to their homes. But now we’re seeing a crossroads. The general public now recognizes that these jobs are very important and is seeing how these workers have been treated,” Korgan stressed in a 6/28/21 American Prospect interview with Steven Greenhouse.

According to the Economic Policy Institute, today’s union members are 46% women, 36% people of color, 42% have a Bachelor’s degree or higher, 40% work in education and healthcare, and 21% work in transportation, utilities and manufacturing.

#### PENNSYLVANIA POLITICS -- THE GOOD, THE BAD & THE UGLY:

According to the PA Capital Star about 2.3 million Pennsylvania children are expected to benefit from the \$250-\$300 monthly payments authorized by the American Rescue Plan. The child tax credit program benefits families, PA Senator Bob Casey stressed. “After years of D.C. saying it should invest in families, it’s finally happening,” he pointed out, recognizing how Republican colleagues unanimously voted against the American Rescue Plan. Families have not been a priority in the nation’s Capital over the last 40 years, but these monthly payments will lift 140,000 Pennsylvania children out of poverty, Casey told the Pittsburgh Post-Gazette. The Gazette reported that Republicans have opposed the child tax credits arguing they expand the “welfare state.”

Our July Legislation Update included an overview of the \$203 million in unreported expenditures by the Harrisburg legislature from 2017-2020 following a thorough PA Spotlight/The Caucus analysis. The embarrassing exposures led to new bi-partisan legislation being introduced Senator Lindsey Williams (D/Allegheny). The proposed bill will require the PA House and Senate Chief Clerks to post information online about how state lawmakers spend millions of dollars in taxpayer-funded expenses.

Tens of millions of dollars spent annually by lawmakers and their staffs on food, lodging, travel, district offices, legal bills and other perks have been concealed from timely review but are in addition to salaries that rank among the highest in the nation for state lawmakers. Senator Williams said, "Often times citizens or journalists who want to see how legislators spend their allotted budgets face obstacles in obtaining that information." She said she is joined by York County Republican Senator Kristen Phillips-Hill in drafting the bill. Taxpayers should not have to hunt for records, Williams added. In seeking co-sponsors for the legislation, a plan was outlined requiring a level of transparency for a searchable format that discloses Per Diems, state vehicle usage and reimbursements for expenses to be publicly posted to a website by the Offices of the Chief Clerk. "By requiring the Offices of the Chief Clerk to post all expenses, we will be able to provide the public with a full, transparent picture of how their taxpayer dollars are being spent. Additionally, by removing this responsibility from individual legislators, we will ensure a uniform, consistent process among offices," Williams said.

Legislators defund PA Public Radio – State budget support for Pennsylvania public radio stations was zeroed out in this year's budget according to a PA Spotlight 7/12/21 report. The stations went from receiving millions in state budget support to zero while Harrisburg holds a multi-billion-dollar SURPLUS! GOP leaders with a majority in both houses, say the cut was Governor Wolf's idea, but the Governor's office told the PA Capital Star "that's not how it works." This cut is seen by some as retribution against a public radio station's hardline approach to calling out election-denying lawmakers.

## 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](mailto:laurajuradoa@yahoo.com) (don't miss the 'a' after jurado). We'll be delighted to see you!

## NFBPWC Houston

### Executive Committee:

To be announced.

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

## NFBPWC Paso Del Norte

### Executive Committee:

Lourdes Reynes                      President

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

## NFBPWC Virtual Club

### Executive Committee:



Daneene Monroe Rusnak    President  
*Vacant*                      Secretary  
Leona Phillips              Interim Treasurer

For more information, you can visit the website at:

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

Or email: [nfbpwcvirtual@gmail.com](mailto:nfbpwcvirtual@gmail.com)

By: Daneene Monroe Rusnak  
President, NFBPWC Virtual Chapter

This month, the Virtual Chapter will welcome Eileen Franco, Certified Holistic Wellness Coach from the International Association of Wellness Professionals.

Eileen's topic will be "A Holistic Approach to Navigating Menopause."

Menopause, despite popular belief, is not just an "old lady issue." It is important for everyone to learn as much as they can about this natural phase in the lives of many. Join us on Wednesday, August 18<sup>th</sup> at 4pm PDT/ 7pm EDT, as Eileen describes her own journey from corporate America to becoming an educator and wellness coach. Register [here!](#)

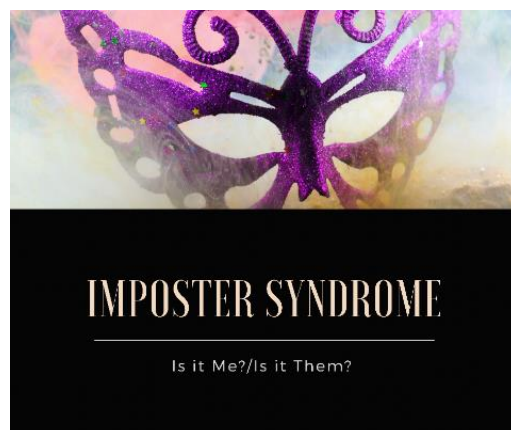
The following month we invite you to join us for the long awaited and rescheduled program, "Imposter Syndrome: Is It Me?/Is It Them?", featuring our very own Monica Monroe, Associate Dean for Equity and Inclusion, The University of Pennsylvania Carey Law School. Register on the [NFBPWC Events page](#).

All the Best!

P.S. *Virtual Chapter members*, please take a moment to confirm your contact information by visiting this page

→ <https://bit.ly/VirtualChapterEmail2021>.

Thank you!





- 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](mailto:Michele@ASecondOffice.com)

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

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

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

@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](mailto: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](mailto: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](mailto: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](mailto: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).

