



**UNITING &
ADVOCATING**
for Women

NFBPWC Magazine

DECEMBER 2021 ISSUE

December 6th is
World Human Rights Day



ALL EQUAL

ALL HUMAN



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER

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**Submission Deadline for the January Newsletter is
Wednesday, December 22nd at 5:00 pm Mountain Time**

National BPW Events

December 1, 2021 - 1st Wednesdays of Each Month

Wednesday Web Wisdom: Digital Training Team Assistance

2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM

Central | 5:00 PM Eastern

Zoom Link for Members Only:

<https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfFWFhiSVBIcz09>

Friday, December 3, 2021

NFBPWC National Friday Connections

Parliamentarian Fireside Chat

Register: <https://www.nfbpwc.org/event-4428643>

Saturday, December 4, 2021

NFBPWC Colorado Winter Party

2:00 PM to 5:00 PM Mountain

Register: <https://www.nfbpwc.org/event-4532143>

Thursday, December 9, 2021

NFBPWC Advocacy Committee (A-Team) Meeting

4:00 PM Pacific | 5:00 PM Mountain | 6:00 PM

Central | 7:00 PM Eastern

Fridays, December 10 and 17, 2021

NFBPWC National Friday Connections

December 28, 2021 - Last Tuesday of Each Month

Membership Committee Meeting

2nd and 4th Fridays of Each Month

L3 Committee Meeting

January 25, 2022 - Save the Date Diversity, Equity and Inclusion Webinar: Afghan Women Project

Info coming soon at:

<https://www.nfbpwc.org/event-4486854>

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, Virtual
Bylaw and Resolutions, Katherine Winans, California
Environment and Sustainable Development, Hyon Rah, Virtual
Finance, Open
Health, Keri Hess, California
International Liaison, Sandy Thompson, California
Lifelong, Leadership & Learning, Kathy Telban, Virtual
Membership, Kathy Kelly, Colorado
Mentoring, Dr. Trish Knight, 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

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finance@nfbpwc.org
health@nfbpwc.org
international@nfbpwc.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:

Special Project for Afghan Women, Nermin Ahmad & Voyka Soto, NYC
Digital Training, Marsha Riibner-Cady, North Carolina
Diversity, Equity and Inclusion Chair, Sher Singh, California
Marketing – National Team
Membership Outreach, Jean MacDonald, Chatham County
Newsletter, Michele Guarino, NFBPWC Virtual
Nominations, Michelle Husby, California
OneShared.World, Judi Kilachand, NYC
Elimination of Sexual Harassment, Crystal Guillory, Virtual
Social Media, Sue Oser, Michigan
Website, Lea-Ann W. Berst, North Carolina

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digitaltraining@nfbpwc.org
dei@nfbpwc.org
marketing@nfbpwc.org
outreach@nfbpwc.org
newsletter@nfbpwc.org
nominations@nfbpwc.org
oswliaison@nfbpwc.org
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President's Message



By: Megan Shellman-Rickard

President's Letter

Celebrating a Year of Successes

As we look back on 2021, let us remember our many success stories as an organization. In the midst of a pandemic, that has begun to seem endless, we have seen our organization grow by 25% since January of this year. NFBPWC has become a beacon of light for women from all walks of life as we endure multiple challenges together.

The interest of individuals across the country who want to be involved in "*Uniting and Advocating for Women*" was piqued by our virtual event offerings. Attendance at these online events doubled NFBPWC's direct marketing reach in less than on year! Affiliate organizations who managed to jump on the train, participate in the difficult learning curve, and create their own virtual events also saw growth and renewed interest in membership. We must take a moment to recognize that our Digital Training Chair, Marsha Riibner-Cady, and our National Secretary, Barbara Bozeman, worked tirelessly with individuals all over the USA as we learned to work with 21st century platforms.

The National organization and BPW California's Bay Capitol District began the year with an inspiring event, *Know Your Worth: A Workbook for Empowering Women in The Workplace*, which attracted 120 registrants. National committee chairs created high-level events that inspired participation at a level not seen in years. Health Committee Chair, Keri Hess, worked tirelessly with her committee to create a successful *Women's Wellness Fair* in February and *Women's Mental Health in the Time of COVID-19* which garnered over 100 registrants. The Diversity, Equity and Inclusion Committee Chair, Sher Singh, held 4 online events with more than 120 registered. Chaired by Hyon Rah, the Environment and Sustainable Development Committee hosted three online events and one "action event" with participation from over 120 registrants. Small Business Chair, Manjul Batra, held a successful *Small Business Forum* in August. With incredible assistance from NFBPWC UN Chair, Susan O'Malley, NFBPWC partnered with *Pioneers in Skirts*, Ashley Maria and Lea-Ann W. Berst, to host one of the most successful Commission on the Status of Women events of the year for CSW65 at the United Nations!

Thank you to Mentoring Chair, Dr. Trish Knight, mentors and mentees have been participating in our official mentoring program for one year providing a much-needed connection process. The Lifelong Leadership and Learning Program (L3 Program), finalized their edits and review of modules with the capacity to administer educational experiences online, starting with *Leadership in Uncertain Times: Webinar Series and Certification*. Thank you to L3 Chair Kathy Kelly for your service and huge appreciation to our new Chair Kathy Telban and Vice Chair Jane Taff as we continue the incredible momentum of this committee. Gratitude to the Chair of the Committee to End Sexual Harassment, Crystal Guillory, for taking on this difficult subject and moving us forward with the first action to end violence against women by participating in the #16days of activism #orangetheworld campaign with the United Nations.

Thank you to the hard work of Young BPW, Ashley Maria, we created a student membership category at the National level in an effort invite younger members into our fold at a reduced rate. We already have 20 members! An official internship program was started at the National level and at several affiliates that helped us further connect with future generations.

Our Friday Afternoon Clubs turned into Friday Conversations and we appreciate Francesca Burack's willingness to lead us through conversations that helped deepen our connections as we continued virtually meeting. Thank you to our Executive Committee and other NFBPWC leaders, we will continue to offer Friday Conversations for NFBPWC members and guests as a way to connect in these uncertain times.

An enormous acknowledgement to NFBPWC-NYC affiliate for coming to the National organization with the Afghan Women Project. As we coalesced a small special committee from across the country, we have been adeptly led by Co-Chairs Nermin Ahmad and Voyka Soto. This project was accepted as a BPW International project and NYC will be working out the details so that it can be replicable across the nation and the globe.

None of this would be remotely possible without the efforts of our Website Chair, Lea-Ann W. Berst. The website has undergone a "complete remodel" and we have adopted her branding recommendations. Without her efforts, NFBPWC could not have received the Legacy Funds and recognition as a viable organization that it has. Thankfully, Suzette Cotto accepted the honor of serving as the NFBPWC Public Relations Chair and we are able to seamlessly move programs forward through all media channels. You have both helped put us on the map!

We all owe Newsletter Chair, Michele Guarino, for keeping us on task and creating an enviable NFBPWC Newsletter ever single month in the timeliest manner!

Finally, I could not possibly forget my entire Executive Committee for supporting this organization by meeting bi-weekly for 17 months! Your dedication is inspiring, and your efforts are commendable. Thank you to Kathy Kelly for taking on the Vice President of Membership position at a time when we needed you the most. Thank you to Vice President of Advocacy, Daneene Monroe Rusnak, for making OneClickPolitics a reality and helping NFBPWC join the 21st century in regard to advocacy efforts. Secretary Barbara Bozeman, you have gone above and beyond with your duties. We are grateful. Treasurer Deborah Fischer, you are a bright light at every meeting and you have been presented with challenges that seem not to faze you. Immediate Past President Sandy Thompson, I truly could not do this without your friendship, council, and support. Young BPW Ashley Maria, thank you for keeping us "young" and for reminding us how brilliant and dedicated every generation is.

As we enter holiday celebrations for many of our members, is important to note that this is a nonpartisan and nonsectarian organization. We all joined for our own unique reasons. Let us continue be an inspiration to each other, reaching your hand back to help the next member move their goals forward. 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 we did indeed have FUN in 2021!

As our president, I send personal wishes of celebration, health, and progress around the globe.

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2022

As we close this year, I would like to share these reflections about being a female member of NFBPWC. I would like to extend my gratitude for this beautifully written piece by Past National President and Mentoring Chair, Dr. Trish Knight.

As women, we share a common bond. While we may not come from the same culture, ethnicity, faith, or spirituality *we are uniquely women.*

Our backgrounds and education may define our thoughts, but we are the same in our gender and our maternal nature as women.

This organization's mission is to develop women's professional, business, and leadership potential at all levels. Therein is our common bond and the reason we are willing to join together and work toward the mission statement's achievement.

Working for the mission requires that we advocate for every woman. Therefore, we have created and adopted an advocacy platform that provides for women at all levels. We have spent 100-plus years fighting for equality for women at all levels. That means we cannot overlook those that may not fit within our cultural, ethnic, or religious beliefs.

We have a choice to work for the platform points that fit within our belief systems. Each of us has a passion for a point or two within that platform. It doesn't mean that we stop doing good work on the whole because other parts are not acceptable to us. There is more than enough work to be done if we focus on what we can do individually. Part of leadership is growing in the knowledge of others and being willing to understand one another's limitations.

The important thing is that we all work on a part so that women at all levels are the benefactors. We do what we can to support the organization and uphold the goals of the platform. It means supporting the organization's mission with our actions and words and not berating the parts that do not fit our beliefs.

We are part of a sisterhood. We join together as sisters to uphold what is right for one another. We respect others where they are. We provide support and learning processes to help one another grow toward our professional, business, and leadership potential.



1st Vice President Membership News



By: Kathy Kelly
1st Vice President of Membership, NFBPWC (2021-2022)

WELCOME NEW NFBPWC MEMBERS!

We are thrilled to welcome three new BPW sisters this month, and one new BROTHER! Please join me in reaching out to them personally when you can. Both Steven and Elizabeth are military-affiliated, and we thank them - and all our BPW veterans - for their service.

Student Member

STEVEN VAUGHN (Staff Sergeant US Army)
Home state: North Carolina

Virtual

Elizabeth Harrell (USAF Retired)
Home state: Ohio

Ann Frisch (Peace Activist)
Home state: Wisconsin

Margaret Pinkley (Accountant, PNC Bank, long-time BPW member reunited)
Home state: Oregon

The Membership Committee will be taking a break over the holidays, and we have a lot of creative ideas on the agenda for 2022. We meet the FOURTH TUESDAY of each month. We are currently working on a membership/marketing analysis compared to other membership organizations, a more personal new member welcome email (including a welcome video from President Megan and a tutorial video to set up your member directory) and continued outreach to our Heritage Club sisters around the country.

We are also actively recruiting representation on the Membership Committees for:

Houston, Chicago, New York



Please reach out if you'd like more information about the Membership Committee or if I can help you in the meantime with your new or renewing members. vpmembership@nfbpwc.org

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

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

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

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

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



2nd Vice President Advocacy Report



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

Greetings NFBPWC Family and Friends!

As we come to the close of 2021, I would like to take this opportunity to reflect a bit on this past year. As an organization, we have seen much growth and inspiration in our programming, outreach, advocacy efforts and membership. I am so very honored to be a part of this amazing group. It goes without saying that we are incredibly fortunate to have our esteemed President, Megan Shellman-Rickard at the helm. It is (very) largely through her vision, leadership and dedication that we have made great strides in the evolution of this club.

Our Executive Committee, Committee Chairs and the entire National Board have truly been effective and inspiring....and of course, each and every member of this group has contributed to our success to this point in some way. Let us carry this momentum into 2022 and continue our mission to develop the professional, business and leadership potential of women at all levels.

Here's to an even more exciting and inspiring 2022!

All the Best!

~Daneene

Please take a moment to view the LGBTQIA+ and ERA submissions from Sue Oser and Nancy Werner, respectively.

P.S. Please plan to join us for an Advocacy committee (A-Team) meeting on Thursday, December 9th at 4pm PST | 7pm EST. See our website for details and registration information.

OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** Crystal Guillory
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **Book Club Director:** Dr. Kaea Beresford
- **LGBTQIA+ 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

Equal Rights Amendment - What's Happening

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 E.R.A. say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.

On October 21, 2021 for the first time in 50 years, the Equal Rights Amendment had a hearing at the U.S. Capitol. The hearing was to Commemorate the Anniversary of Equal Rights Amendment Passage in the House. “The Equal Rights Amendment: Achieving Constitutional Equality for All,” was the name of the hearing. It was chaired by Rep. Carolyn B. Maloney, Chairwoman of the Committee on Oversight and Reform. The hearing was to explore the current status of the E.R.A. and examine the final steps necessary to certify and publish it as the 28th Amendment to the U.S. Constitution.

Now I wish to send you to the NFBPWC report by Lilly Gioia. (It follows the PA Affiliate report in this E News). Please take a read and note the reporting that Lilly shares with her observation of the hearing. My head is spinning with the line of questioning that our seated Congressmen would ask. The seriousness of this passage seems to be far from their “wish list.”

Petitions have been circulating for Attorney General Garland’s eyes. There are groups visiting his Temple of worship while other groups are watching President Biden and visiting his worship houses in Washington D.C. and in Delaware. Getting attention of our leaders is more than a struggle but a test of perseverance. But will it help?

Visit the “Take Action Online Tool on the www.NFBPWC.org It will allow you to connect with your Senators and encourage them to support the S.J. Res.1 for Equal Rights. We need them more than ever. The January 27, 2022 deadline is rapidly approaching and so is **our** Holiday Wish List. Please take a moment of your time and notify your Senator(s). I just wish there was more we could be doing but there are so many needed things to be accomplished in Congress during December. One becomes overwhelmed what the list shares to date. I am wishing for the E.R.A. gets added to the list.

Advocacy Team LGBTQ+ Report

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

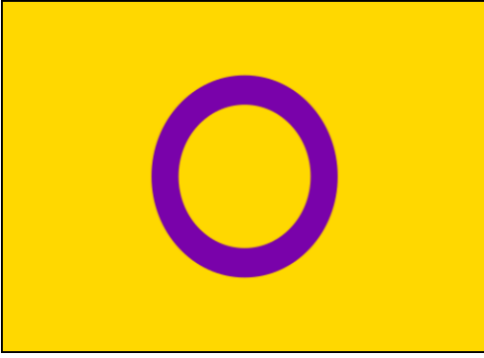
Learning more about the LGBTQIA+ community

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 helping to fight any stigma that members of LGBTQIA+ community often face. Support for the cause should extend beyond Pride Month. In addition, you can always take some time to educate yourself on the finer details on the community’s history.

Flag of the month – Intersex Flag

Intersex a term for those individual bodies that do not align with the male and female binary. Some people can be born with both sets of genitals or a combination of in this category.

The flag was created in 2013 by Morgan Carpenter.



What the colors mean:

Gold (or sometimes yellow): Represents the reclaiming of the slur “hermaphrodite”, which is often used against the community.

Purple circle – Represents the unbrokenness of the individual feels as well as being whole and complete.

Source(s): <https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

<https://www.plannedparenthood.org/learn/gender-identity/sex-gender-identity/whats-intersex>

<https://www.youtube.com/watch?v=frG6mDIX-jM&t=39s>

<https://interactadvocates.org/faq/?eType=EmailBlastContent&eId=842cc150-39c6-4f30-b1c6-ec4bb1350881>

Key Words to know:

Questioning:

The process of investigating one’s own gender identity or orientation.

Coming Out:

Choosing to tell others about one’s LGBTQ gender identity or orientation.

Passing:

A controversial measure of whether a trans or gender-nonconforming person is perceived by others as their desired gender. A person should not be expected to “pass” or conform to gender norms to have their identity respected.

Pronouns:

Sometimes called personal pronouns or preferred pronouns, this refers to gendered or gender-neutral third-person pronouns such as she/her, they/them, he/him, ze/zir, etc., that a person may wish to be called as a part of their gender expression. Whatever pronouns a person requests should be used to the best of your ability.

Source: <https://grpride.org/portfolio-item/lgbtq-glossary/>

This month’s FYI:

Transgender Day of Remembrance – November 20 - <https://www.glaad.org/tdor>

November 20 was sad reminder in transgender history. It was the Transgender Day of Remembrance. Transgender Day of Remembrance (TDOR) was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honor the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death and began an important tradition that has become the annual Transgender Day of Remembrance.

From the Desk of the Secretary

By: Barbara Bozeman
Secretary, NFBPWC 2020-2022



A reminder that the next Board of Directors meeting is scheduled for January 11, 2022.

Please contact me if you have any questions at secretary@nfbpwc.org

The NFBPWC Board of Directors consists of the Executive Committee, Past National Presidents, Affiliate Presidents and the committee chairs of the Standing Committees, Special Committees and Task Forces.

Mary Delaney "Takes the Lead"

- a salute to ingenuity from Secretary Barbara Bozeman

Each year, people file patent applications for items both great and small. Some fade away and some, seemingly small ideas – become part of the fabric of our daily lives.

In 1908, a Manhattan, New York resident named Mary A. Delaney received approval for her patent application for a "Leading Device" and many of us use a descendant of her original patented idea to this very day.



Excerpted from the patent application:

"Application filed January 12, 1907.

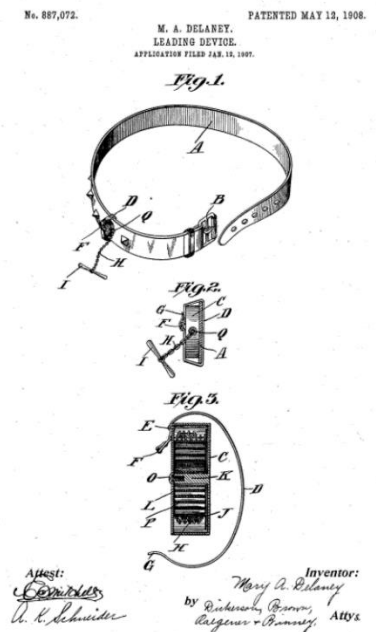
To all whom it may concern:

Be it known that I, MARY A. DELANEY, a citizen of the United States, resident of the borough of Manhattan, city, county, and State of New York, have invented certain new and useful Improvements in Leading Devices, of which the following is a specification, accompanied by drawings.

This invention relates to a device for leading pet dogs or other pet animals when they are taken out to accompany a person in his or her walks.

In operation the leash is secured to the dogs collar and the handle I is held in the hand. As the dog runs about and runs further away from his master or mistress, the leash is paid out and the spring is wound up. As the dog runs nearer his master or mistress, the spring automatically rotates the drum within the casing and winds up the chain or leash, thereby automatically preventing the leash from becoming entangled, and obviating the necessity of winding the leash about the owners hand to take up slack. If the dog is allowed to run loose, it is unnecessary to remove the leash from the dogs collar for the leash will be automatically wound up within the casing. If, for instance, the dog drum, a leash adapted to be wound upon said drum, means Within said casing for automatically winding up the leash and permitting the leash to unwind and means for detachably collar."

This patent was accepted on May 12, 1908



Thank you, Mary Delaney!



Treasurer's Report



By: Deborah Fischer
Treasurer, NFBPWC 2020-2022

Here are some handy tips for sending cards and packages for this year's holiday season!



2021 Holiday Shipping Dates for Contiguous U.S. (Lower 48 States)

| Domestic Mail Class/Product | Date (excluding Alaska & Hawaii) |
|---|----------------------------------|
| USPS Retail Ground® Service | Dec. 15 |
| First-Class Mail® Service | Dec. 17 |
| Priority Mail® Service | Dec. 18 |
| Priority Mail Express® Service ² | Dec. 23 |

Holiday Card Etiquette: Writing A Greeting Card

The tradition of Holiday cards began in 1843 and since then became an important part of the Holidays for many families across the world. Holiday cards allow family and friends to reconnect, and for that reason, it's vital that the cards include all the essential information.

When To Send Holiday Cards

Holiday cards should be sent at least three weeks before Holiday, but no more than five weeks before. This gives the recipient plenty of time to hang up or display their Holiday cards for the holidays. Make sure you give yourself time to collect family and friends' addresses, to create and order your cards, to address envelopes, and to mail them out.

What To Say In A Holiday Card

A Holiday card message usually contains a holiday greeting, a personalized message, a Holiday quote or saying, a sign off, and your signature, in that order. These messages should be personal, yet appropriate. You also want to make sure your message is right for the relationship of the recipient. If you are struggling with coming up with messages, introductions, or sentiments for your Holiday cards, don't worry. We've already compiled a list of Holiday card messages that you can read at any time.

What To Write In A Business Holiday Card

If you're sending out Holiday cards to employees or coworkers, make sure to keep the message polite and professional. The message may include sayings such as "Thank you for all your hard work this year. Enjoy a much-deserved holiday with your family," or a simple "Happy Holidays!"

Holiday Card Name Etiquette

For close family and friends, it's perfectly fine to address them in your letter with their first name or the name you know them best by. For less close friends, business relationships, acquaintances or the similar, use a little more care. Titles, such as Ms., Mr., Mrs., Dr., or other, may be more appropriate to use in these letters, depending on the relationship. If you know how the recipient prefers to be addressed, use that for your letter. If you're unsure, err on the side of polite.

How To Sign A Holiday Card

The most important Holiday card etiquette to adhere to when signing your name, is that it is hand done. Use blue or black ink, not pencil or a less professional writing material. The card sign off should also include a closing sentiment. These sentiments can be more or less personal, depending on the recipient, or they can be Holiday themed.

Some examples of sign offs for loved ones include:

- Best wishes
- With love
- With all our love
- Much Love
- Hugs and kisses
- XOXO
- Lots of love
- Warmly
- Take care
- Yours truly
- Your friend

And if the sign off is for a professional relationship, consider using:

- All the best
- Sincerely
- Cheers

(Source: <https://www.tinyprints.com/inspiration/christmas-card-etiquette/>)



May love and friendship keep your days bright during this season!

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

Meet Djenabou Bah! Djenabou is a member of our New York City chapter. Djenabou was born and raised in Ivory Coast but her parents come from Guinea, Conakry, both counties in west Africa. She is a native French speaker and loves outdoor activities and adventures that do not involve heights! She loves cooking and also likes spending her free time volunteering for food pantries, soup kitchens, Food Banks and other organizations that help people like Habitat for Humanity. She is interested in working with non-government organizations that are concerned with social issues especially poverty, unemployment, women's issues and quality education.



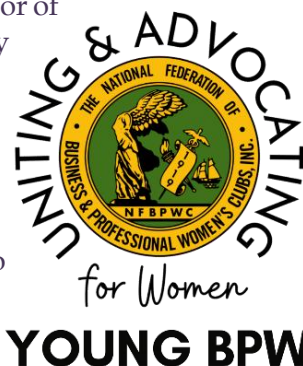
Question: What are your career aspirations? What are you doing today to make them happen?

I want to create a non-government organization that will focus on development and tackle social issues such as quality education, unemployment, women's issues

and developing the tourism sector of my country. I want to find a way to engage the national government to invest in its tourism sector, invite shareholders and partners to the country, and facilitate excursions for the country to become a world-class tourist destination both in Africa and in the world. I am doing all my best to make this happen by participating in many programs that have influenced my development by providing me with opportunities to develop my advocacy skill and learn how to identify and access key city, state, and federal government stakeholders. That is why I joined the National Federation of Business and Professional Women's Clubs (NFBPWC) as an intern as its mission is to "develop the professional, business, and leadership potential of women". It worked and continues working in empowering women through education, advocacy, mentoring, networking, skill-building, and economic empowerment programs and projects. This is a perfect organization to work with as I will have the opportunity to learn those things while interning.

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

One of the things I learned and am still trying to apply is that here, if you do not show your work and achievements or talk about them, you will not be seen or recognized. From where I come from, that would have been considered bragging about yourself. But here making sure that everyone knows the good work you are doing or did is putting yourself in front of the podium which can open a lot of doors for you. Another thing I also learned, whatever career you are pursuing, make sure to get enough experiences and skills as it sets you up to the game and gives you more change and opportunities. So, for someone that is still in school, I will suggest doing as many internships as possible, attend workshops and do some training and participate in projects and also learn a second language if possible before entering the job market.



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

Attention all Young BPW & Student Members!

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)!

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!

Email Ashley Maria at youngbpw@nfbpwc.org to get involved as a Young BPW or Student 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's Message

By: Sandy Thompson, Immediate Past President, NFBPWC

The National Federation would like to share all the wonderful projects that our clubs and federations are doing with the rest of our BPW sisters around the world.

If your club or federation has a project that they are doing or have done in the past year, we are requesting that you complete the form that can be found on our website.

If your project is in one of the Sustainable Development Goals, please be sure to include which one.

The form should then be submitted to immpastpresident@nfbpwc.org. We will review the form and then it will be forwarded to the International organization. We will also be sharing it in our National Magazine and website so we can inspire other clubs and federations to take on projects in their area.

It is time we pat ourselves on the back for all the wonderful work that is going on throughout the country in BPW. This will also help us to show others the true value of BPW and become a wonderful tool to attract new members and sponsors.

Any questions? Please contact Immediate Past President Sandy Thompson.

I would also like to take this time to wish all of you a most joyous holiday season and best wishes for a wonderful new year.

Environment and Sustainable Development Committee



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

Celebrating the Holidays Sustainably

Following the disappointing conclusion of COP26 (which we discussed last month), the stakes became even higher in terms of taking action to avoid the worst effects of climate change. Rather than mourning the apparent urgency and willpower shown at COP26, I suggest that we channel that energy to do what is within our own power to take the lead. With the holiday season upon us, we could have some fun with it as well by celebrating the holidays sustainably.

Below are some tips brought to you by the ladies of the Environment & Sustainable Development (ESD) Committee:

Sustainable Gift Ideas:

Tangible

- Non-GMO seeds
- Homemade seasoning packet in a jar/paper bag
<https://www.tasteofhome.com/collection/how-to-make-taco-seasoning-plus-12-more-must-know-spice-blends/>
- Homemade soup mixes in a jar <https://wholefully.com/homemade-soup-mixes-in-a-jar/>
- Homemade hot chocolate bombs <https://www.foodnetwork.com/how-to/packages/food-network-essentials/how-to-make-hot-chocolate-bombs>
- Local wine and food products: a good way to help out local producers while giving something special
- Art or craft work from local artisans/artists
- Clothesline or drying rack
- Portable, collapsible silicon cup with a lid



- Reusable metal straws
- Dishwasher-safe reusable silicon food storage bags (to use instead of single-use plastic Ziplock bags)
- Bamboo or steel portable utensils
- Foldable (grocery) bag
- Plastic bag dryer
 - o <https://www.apartmenttherapy.com/plastic-bag-dryers-buy-or-diy-112354>
 - o <https://www.lehmans.com/product/economical-plastic-bag-holder-and-bottle-dryer>
- Cloth napkins
- Menstrual cups: non-toxic, zero-waste, and economical
<https://www.nytimes.com/wirecutter/reviews/best-menstrual-cup/>
- Beeswax (non-petroleum based) candles

Intangible

- Subscription to local composting pick-up service
- Subscription to online courses/apps (e.g., Duolingo, Coursera, Master Class, etc.)
- Experiential gifts <https://www.tinggly.com/> -- or something more local
- Gift certificates to the receiver's local restaurants and businesses
- Donation in the receiver's name to a nonprofit organization, such as a local food bank or environmental organization. Guide Star (<https://www.guidestar.org/>) has data on how efficiently a nonprofit organization is run.

Gift wrapping

- Reusable fabric wrap:

You can use any fabric you have, from old clothes and scarves to thrift store finds, to wrap your gifts. The fabrics could be reused rather than be thrown away and ending up in landfill. Some ideas on how to wrap your gifts with reusable fabric here: <https://wrappr.com/blogs/how-to>.



- Scrap paper:

You can use newspaper, brown kraft paper, pages from old books and magazines, and any other scrap paper with interesting patterns to wrap your gift. Some ideas are below.



- Reusable fabric gift bags:

You can buy or make reusable wrapping bags, where you could place your item inside then tie it to turn it into a beautiful present.



- Plant-based decorations:

You can pick up tree/herb sprigs and flowers from your garden (or elsewhere) to decorate your gifts.



For Your Celebratory Meal:

- No disposables! Real glass/silverware and napkins at second-hand stores and low-cost outlets often cost less than their disposable counterparts.
- Use local produce whenever possible: Not only does it benefit local businesses, but it also reduces GHG emissions that long-distance transportation would have caused
- Same goes for the beverages you might want to enjoy.

I hope you find these tips to be helpful. Wishing you and your family happy holidays!

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

As we in the Southwest head into another year of severe drought, and those in the Northwest another year of extremes, let us be grateful for all that we have done to protect our pollinators. By providing micro-habitats in your yard, such as patches of bare ground and untrimmed flower stalks, you are providing nesting sites for bees & other insects. A majority of moths and butterflies use leaf litter for winter protection for eggs, caterpillars, and chrysalises.



Health Committee Report

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

With special thanks to Health Committee Member, Kathy Clevenger, for helping to prepare information for this article.

As we approach the holiday season, Health Committee felt that reviewing some of the important information discussed in our "Women's Mental Health in the Time of Covid-19" event would be complementary. We hope the holidays are a joyous time, but we know that for many they can be challenging, stressful, and overwhelming. Below I am going to outline for you information that our presenters, Dr. Leslie Sharpe, Denia Martin, and Lupita Rodriguez, shared with all of us during the event on October 23rd.

If you are feeling stressed or overwhelmed:

- You may feel the expectation to feel selfless, but it is important to take time to be selfish.
- Do not be afraid to ask for help. Find someone that you trust who will listen, (not a fixer, a listener!).
- Give yourself grace to not have perfection. Do the best you can in your situation.
- If you are feeling anger, frustration, or hopelessness, instead find strength in faith, hope, and community.

If you are noticing others, are exhibiting feelings of being stressed or overwhelmed:

- Notice behavior and communication changes and reach out.
- Incorporate regular "check-ins" with those that you think are isolating themselves.
- Develop a system or strategy with your friends and family for them to reach out to you if they are in need of a call or a text message.

What can we, as a community, do?

- Impact policies
- Leverage resources
- Act to ensure access to resources (i.e., rental/utility assistance, food, safe places)

Finally, a basic message from Dr. Sharpe to keep at the forefront: access and use of basic resources are a powerful buffer against mental health issues. Please continue to recognize that we must come together to advocate for these things for all women.

Health Committee is taking a holiday break but will resume meeting in January. Our new year will bring new topics to the table for us to delve into. We invite interested members to join us in our roundtable style meetings.

To get on the Health Committee listserv and receive information on upcoming meetings please e-mail: health@NFBPWC.org

Lifelong Leadership& Learning (L3) Report

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



KATHY TELBAN, L3 CHAIR

We are gathering input from our facilitators to include in the committee's strategic plan and will continue to work on this plan through the end of January 2022.

We want to share the following excerpt from the book, *Reflections for Working Women* by Carol Turkington.



JANE TAFF, L3 VICE CHAIR

Doing a good job is important, but don't lose sight of everything else in your drive to excel.

In More Depth

Many women commit everything to their job in an effort to get ahead, spending huge amounts of time on the job. It's important to keep your job in perspective, and to understand that the extra time spent on your job may or may not be rewarded. You need to do other positive things for yourself. Don't sacrifice other things that are important for the sake of your job.

For Reflection.

- When was the last time you did something impulsive, just for you?
- Think of 5 things that you'd love to do but think you just don't have time for.
- Imagine how you would schedule your day so that you could do at least one of those things, once or twice a week.

Want to share any books, articles, poems, quotes, etc. that can be shared with the membership, send these to: L3Chair@nfbpwc.org

Want to share your thoughts or see the L3 Committee in action?

Join us: Committee meets every 2nd and 4th Friday of the month at 8am PST (also posted on the NFBPWC Calendar). *We only have one meeting in November and December.*

What would you like the L3 Committee to accomplish in 2022 and beyond? Please email any suggestions or ideas to Jane at L3ViceChair@nfbpwc.org.

Mentoring Committee Report

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

To learn more, contact: mentoring@nfbpwc.org



With great anticipation, the Mentoring Program will host the National Friday Conversation on FRIDAY, DECEMBER 3. We plan a Fireside Chat, and the theme is Parliamentary Process. Our three exceptional panelists have served in state and national roles as parliamentarians.

You may wonder why knowing Parliamentary Process is important. Let me share a story.

I grew up in a small farming community in eastern Iowa. Back in the day, young men in the area joined the Future Farmers of America (FFA). The organization held national competitions on Parliamentary Process, so our local members were well-informed and knowledgeable.

As we entered our junior year of high school, a few young ladies decided to run for class office. We joined forces and ran as a ticket against the fellows. We won, but our 1st class meeting was a nightmare. The guys challenged us on the agenda, the discussions without motions, and were quick to point out the roles of the class officers. The fellows responded to every aspect of the meeting.

Our male classmates came with Robert's Rules of Order, and because they knew how meetings were to work, they left the female officers humiliated.

You see, women were not given the same training in Future Homemakers of America (FHA). After that fateful first meeting, the gals determined that we'd never have another episode like that again! We headed to the library, poured over the latest edition of Robert's Rules, and armed ourselves to match the guys immediately.

Join us in our **Friday Conversation** for an informal meeting and connection. Go to the [Events](#) tab on the NFBPWC homepage, scroll down to the National Friday Conversation: Parliamentarian Fireside Chat, and click to register! Feel free to share this information with your members and guests.

Join Bessie Hironimus, Sandy Thompson, and Shirley Zeller as speak to the process in organizations and governance for about 5 minutes, then open the floor to answer your questions.

This evening will be an excellent opportunity for any officers across the country to participate and anyone seeking to run for elected office or in leadership roles in other organizations.

When: Friday, December 3, 2021

Time: 4:30PM Pacific, 5:30PM Mountain, 6:30PM Central, 7:30PM Eastern

Where: Virtually on Zoom

Register at: <https://www.nfbpwc.org/event-4428643>

NFBPWC members have an opportunity to reach out, connect, and support each other through this weekly Zoom meeting. Together, we are stronger. NFBPWC invites you to join together for our Friday Conversations.

Grab your favorite drink and connect via Zoom video (or phone) with your fellow members. Check-in with each other and create a space to connect virtually across the nation by joining us. We hope to "see" you there.

Please take a moment to download Zoom to your smartphone, computer, or tablet: <https://zoom.us> and check to make sure you can connect. **Come as you are and when you can - even if it's only for 5 minutes.**

You will receive the Zoom details after you register.

If we don't see you on Friday, may your holiday season be filled with joy, peace, and happiness! See you next year!

Military-Affiliated Women Report

What Price Equality?

From Military Affiliated Women Committee Chair

Dwight Elliott Stone from Sacramento, California has the singular distinction of being the last American inducted into the Armed Forces via the draft. He was honorably discharged 18 months later in November of 1974.



It has been almost 50 years since Dwight Stone was “drafted.” Since that time, millions of young men between the ages of 18 and 25 have registered with the Selective Service. More than one million annually register. The Selective Service is an agency that keeps records of Americans eligible in the event a draft is considered necessary.

As many of you are aware, the 2022 National Defense Authorization Act now includes an amendment that could soon make adding women to the draft a reality.

This is not the first time this topic has come up – past efforts to see it into passage have failed for various reasons. Since 1981, this issue has been raised with little success -depending on your position.

From this author’s research, the potential for the 2022 National Defense Authorization Act to be passed with this amendment intact is high.

The amendment was sponsored in the House by Chrissy Houlahan (D-PA) and Michael Waltz (R-FL). It would require women to register with the Selective Service. Both authors served in the military. Waltz is a former Green Beret and Houlahan served in the Air Force and Reserve. This amendment has been met with a mixture of chagrin, optimism and strange partnerships depending on one’s point of view. The statement from one who opposes this amendment: “It is wrong to force our daughters, mothers, wives and sisters to fight our wars...” is particularly troubling (Senator Josh Hawley, R-MO)

Karen Dixon Vuic (author and LCpl Benjamin W. Schmidt Professor of War, Conflict, and Society in 20th Century America) is quoted as saying: “...no matter if women are ever actually drafted, adding women to the system is important for its symbolism alone. ... It’s the last legal distinction between the obligations of men and women as citizens. Both sexes are expected to act identical in other ways, such as serving on juries or paying taxes....” More on Karen Dixon Vuic at <https://www.karadixonvuic.com/>

Where do you stand? And where do your congressional leaders stand on this topic?

Should women, as equal members of our society, share equally in the possible call to arms to defend the United States?



Submitted for your consideration.

Respectfully,
Barbara Bozeman, MSgt, USAF (retired)
Military Affiliated Women Chair

Special Committee Report for Afghan Women

By: Nermin K. Ahmad and Voyka Soto, Co-Chairs NFBPWC Special Project for Afghan Women
afghanwomen@nfbpwc.org

November has seen a continued rapid pace in the momentum being maintained by the National Afghan Women Project Special Committee. Just in the past week we secured NFBPWC's place as a close ally and trusted, needed resource for the Afghan evacuees with the Department of Homeland Security (DHS). We have secured access to meet with women, conduct interviews, and begin direct mentoring with them. Kathy Kelly, VP membership, is taking the lead on adapting the L3 learning modules and we are well on our way to delivering invaluable business and professional information to thousands of women.

The Afghan Women Project is putting out a call for NFBPWC members ready to assist in facilitating learning, who want to support entry into civilian life by being a Zoom-pal, or seek to mentor a young lady over time through business and career decisions. If you know non-members interested in such service, please encourage them to become members and join us. Visit our site, learn about our efforts and register at www.NFBPWC.org/afghan-women-project or email us with your questions at afghanwomen@nfbpwc.org.

The DHS has been incredibly empowering and supportive of each element of our four-pronged program – but they are not alone in showing tremendous interest in collaborating with NFBPWC on this project, through the pilot NY/NJ project. Other organizations who have stepped up include The Interfaith Council of New York City, New Rochelle Girl Scout House, Ascension Parish House, New York State Council of Churches, NYPD Muslim Officers Association, The New York Board of Rabbis, Women for Afghan Women, New Sanctuary Coalition NYC, City University NY and more. Their immediate manifestation of support is through our current drive for winter clothes and items. The outpouring of items has been sobering, humbling and faith-inspiring.

Today, NFBPWC has quietly become the go to coordinator for other nonprofits wanting to engage in the resettlement effort. We are treading a careful line, as we seek to ensure excellence through engagement by our members, and while we build relations with other organizations, we also require membership from allies seeking to work directly with Afghan women.

Special recognition and thanks are well deserved by Suzette Cotto and Lea-Ann W. Berst who have been amazing in taking the Committee's vision and bringing it to life by weaving a story into marketing and branding. They have issued two press releases, which were picked up in CA and in NY, and have established a project-specific webpage on the National Website (see above link). A special thank you also goes out to Dr. Trish Knight for collaborating on our mentoring plan, and to Sher Singh for her amazing networking in California and especially in the Sacramento area.

Special Committee Co-chairs Ahmad and Soto, as well as members Bah and VanVleck were able to attend an in-person discussion on the situation in Afghanistan with CNN Reporter Clarissa Ward. She validated concerns about arriving displaced people not being able to work in their own fields of work and was very definitive on

the unanticipated risks to Afghans from discussions on LGBTQ+ individuals. She spoke of highly courageous and well-educated women who have invested 20 years into building a future-looking nation, suddenly bereft of their aspirations, their country and their families. It was clear that NFBPWC is on the right track with this project, and the NYC Affiliate Chapter is proud to act as a pilot in understanding how to advocate for all displaced business and professional women.

NFBPWC is seeking Members to Mentor displaced Afghan women.

Are you someone who can be a:

- **Community Mentor** who can help with:
 - cultural adaptation,
 - housing,
 - understanding daily life in our culture,
 - learning how to become translators,
 - obtaining a better understanding online scams,
 - the rules of driving, and more.
- **Business Mentor** who can help in understanding how to:
 - dress in the American workplace,
 - work with men,
 - understand effective work practices and customs,
 - build an online presence,
 - speak business English,
 - start up a business in the United States, and more.
- **Campus Mentor** who can help with:
 - obtaining and thriving in intern programs,
 - writing student papers and completing homework,
 - succeeding in ESL programs, and more.

Please click on [REGISTER](#) to complete the Mentor registration form. You will be contacted within a week with information on next steps.

For more, please visit [Afghan Women Project](#).

Digital Training Committee Report

By: Marsha Riibner-Cady, Digital Trainer, NFBPWC 2020-2022
DigitalTraining@NFBPWC.org

The digital training team meets the first Wednesday (November 3) of the month at 5 pm Eastern here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIhFWFhSVBldz09>

Each month we focus on what our attendees need. We are here to help anyone who needs information or assistance with all thing's technology. Some months we spend some time focusing on specific topics. 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.

We are looking for NFBPWC members who are interested in stepping into a leadership role with our committee. We specifically need someone who is familiar with iphones and tablets as sometimes helping someone with technical issues requires more understanding of that technology.

Technology tip: Easy ways to screen save!

Windows PC (version 10 or above)

Hold down the windows key, then press PrtScr (Print Screen). Images are saved to your Pictures folder, in a screenshots subfolder.

Mac (OS10.13 or above)

Hold down Command and Shift, then hit 3. By default, the shots go to your desktop.

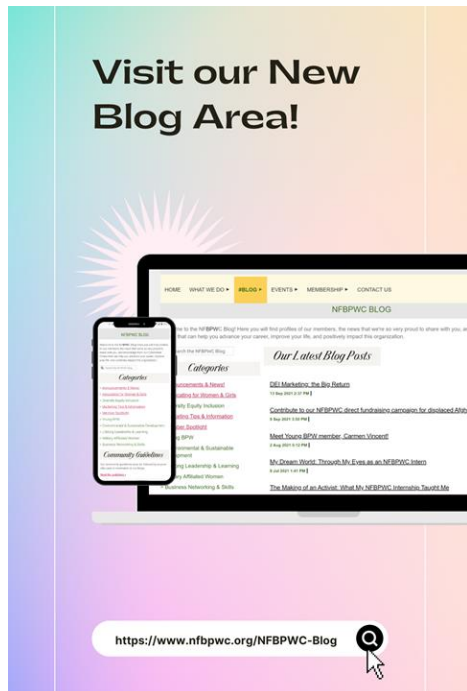
Smartphones and tablets

Process varies by model and operating system. Images often go to the Gallery app on an Android device or to the Photos app on the iphone or iPad.

Have a safe holiday season.

Website Committee Report

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



ANNOUNCEMENT

The NFBPWC Blog has launched!! We're in the first phase of the launch – meaning that you'll find the first of many posts to come.

Soon you'll see more posts from committee chairs and other leadership teams, like:

- Profiles of your fellow members,
- The news that we're so very proud to share with you, and
- Tips and information that can help you advance your career, improve your life, and positively impact this organization.

- 1 Click here
- 2 Check out the blog area
- 3 Read a post!
- 4 Share a post (thank you!)

Social Media Committee Report

By: Suzette Cotto, NFBPWC Social Media & Communications Chair
December Highlights in U.S. Women's History

- **December 1, 1955** – Rosa Parks refuses to give up her seat on a bus to a white person; her arrest sparks the modern civil rights movement in the US
- **December 5, 1935** – Mary McLeod Bethune creates the National Council of Negro Women
- **December 7, 1941** – Capt. Annie Fox receives the first Purple Heart awarded to a woman for her service while under attack at Pearl Harbor
- **December 9, 2002** – Award-winning ABC News journalist, Michele Norris, becomes the first African American female regular co-host of National Public Radio's news magazine, *All Things Considered*, she stepped down in 2012
- **December 10, 1869** – Wyoming is the first territory to give women the right to vote
- **December 10, 1938** – Pearl S. Buck receives the Nobel Prize for Literature for *The Good Earth*
- **December 13, 1993** – Susan A. Maxman becomes first woman president of the American Institute of Architects in its 135 year history
- **December 14, 1961** – President's Commission on the Status of Women is established to examine discrimination against women and ways to eliminate it
- **December 14, 1985** – Wilma Mankiller is sworn in as principal chief of the Cherokee Nation of Oklahoma – the first woman in modern history to lead a major Native American tribe

- **December 17, 1993** – Judith Rodin is named president of Univ. of Pennsylvania, the first woman to head an Ivy League institution
- **December 28, 1967** – Muriel Siebert becomes the first woman to own a seat on the N.Y. Stock Exchange

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

Engage with NFBPWC on Social Media



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



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



<https://twitter.com/nfbpwc>



https://www.instagram.com/nfbpwc_usa/



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










LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:

-  Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more
-  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** or call us at **(855) 335-2255**.

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

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 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

All the California members wish our BPW sisters and their families a joyous holiday season. December is filled with club and District holiday celebrations without too much business.

Last month, the Downtown Sacramento club recognized two local dynamic leaders: Katie Valenzuela, Sacramento City Councilwoman and Tamie Dramer, Executive Director of Organize Sacramento. Tamie is Downtown Sacramento's newest member. Congratulations!

The East Los Angeles-Montebello club recognized Monterey Park's Chief of Police, Kelly Gordon. Chief Gordon is the only female Chief of all of Los Angeles County's various police departments. She is a true trailblazer.





A special thank you goes to our CA member Bessie Hironimus for spearheading the toy and school supply drive for the children of Dominica. As I shopped to fill my box, the scent of Play-Doh® took me back to my own childhood. We wish all the residents a healthy path to rebuilding.

I was remiss last month in not thanking Bay Capital District for their generous donation of \$250 to the Afghan Women's Project. I also just learned from Sierra Mar District that their San Gabriel club was also most generous with a gift of \$400.

Please enjoy the photos of two recognitions from local elected officials in honor of our delayed 100th State anniversary celebration. Both Assemblymember Friedman and Senator Portantino have been speakers at many of our BPW venues, and always

carry legislation vital to women and youth. We thank them for their support.

As you celebrate this special season, remember to continue to Advocate, Believe and Communicate.

Again, Happy Holidays to all!



NFBPWC Colorado Federation

Executive Committee 2021-2023:

| | |
|-------------------|--------------------------------|
| Evie Hudak | President |
| Sharon Simmons | 1 st Vice President |
| Linda Sue Shirkey | 2 nd Vice President |
| Sara Bastani | Secretary |
| Cynthia Wieme | Treasurer |



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

BPW Colorado is working diligently to “renew and refresh” our state federation (as is our President’s theme for her administration). Our Executive Committee meets regularly to ensure that the organization is sound and moving forward. Our Treasurer has been hard at work to resolve an issue with the IRS that has been plaguing us since 2014. And while not all of our chapters have been active since the beginning of the pandemic, and a couple of members have passed away, we continue to maintain our membership as well as our sister organization, the Colorado Women’s Education Fund.

We are excited about our Winter Party on December 4, 2:00-5:00 p.m.! We arranged this especially because we know that many of our members are “burned out” on Zoom meetings and need an opportunity to enjoy one another’s company. It will also be an opportunity to celebrate BPW Colorado surviving 2021 and to usher in

2022. The party will be an in-person event outdoors. Yes, you read that right! An outdoor party in December in Colorado! It will be around the fire pit in Deb Fischer's backyard, and we are asking everyone to dress warmly from head to toe so they can enjoy it despite the cold (if indeed the weather is cold on that day in December – as of this writing in November, we have had mostly 50- and 60-degree days and no snow yet). We will serve hot chocolate and make smores, in addition to other delightful snacks and hot beverages. You can register [on our website](#). The event is free!

Our Advocacy Committee has been busy planning for what needs to be done in early 2022:

- We are recruiting members to serve on the Legislative Bills Committee. This group will be meeting regularly from January through May while our State Legislature is in session, in order to take positions on key bills.
- We are working on plans for the annual Legislative Conference that is held in conjunction with our Midyear Convention. It will be on February 12, 2022. The Legislative Conference will be from 8:45 a.m. to noon on that day. It has been decided that the Legislative Conference and Midyear Convention business meeting will be held virtually.
- In preparation for the Legislative Conference, we are taking a look at our state's Advocacy Platform and comparing it with national's, in order to determine whether ours needs some updating.



BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

Greenwashing

Today's topic is "greenwashing," a subject I've long wanted to share with my readers. Let's start with a definition from Wikipedia: "Greenwashing: (a compound word modeled on 'whitewash'), also called 'green sheen,' is a form of marketing spin in which green PR and green marketing are deceptively used to persuade the public that an organization's products, aims and policies are environmentally friendly."

A great example of greenwashing involves cups made of polystyrene, commonly known as Styrofoam. These cups often have a #6 recycle symbol on their bottom, making you think they can be recycled. However, polystyrene is a very lightweight and flimsy type of plastic, so it can't really be made into something else; there are very few places that recycle #6 plastics.

Moreover, polystyrene's fragility also causes problem. Since it breaks up easily, it frequently makes its way to beaches and oceans, and then into animals. Polystyrene is composed of many chemicals, including styrene, which has been proven to be carcinogenic. When polystyrene is heated, those chemicals leach out, polluting everything they come in contact with.

I pointed this problem out recently to someone who offered me a cup of coffee in a Styrofoam cup. He argued, saying, "Hey, if it has a recycle symbol on it, I'm putting it in the recycle bin." When I got home, I emailed him a couple of articles explaining the facts; he appreciated this and was glad to learn something new.

You might check with your local recycler when you have a question as to whether something is actually recyclable. Here in Boulder, we also have the Center for Hard to Recycle Materials (CHaRM), which does take large white

Styrofoam blocks (such as those used for packing). If I get packages with the small Styrofoam peanuts, I save them up and take them to a mailing store to reuse.

When I googled “where to recycle Styrofoam” for some updated information, I found a site called “Foam Facts” at <https://www.foamfacts.com>, put up by a corporation that makes to-go containers. The information on this site is another example of greenwashing, as it puts a spin on how convenient and lightweight foam is, and how banning it would cost businesses and consumers “millions of dollars each year.” Such companies are so good at spinning the facts, they almost had me fooled!

Another example of greenwashing is putting labels like “eco-friendly,” “earth-friendly” or “biodegradable” on to-go food boxes or cups to make consumers think they are compostable. One could argue that almost everything is biodegradable, as just about anything will break down eventually, so that term is actually meaningless. Please be aware that cardboard food containers often have a plastic coating that is almost undetectable but will cause contamination if they are sent to a commercial compost facility. And a misleading “green” message on a container making you think that the plastic cup in your hand is a corn cup – and therefore OK to put in a compost bin – can be another source of compost contamination.

It’s important to know that if a product is truly compostable, it must bear the label “Biodegradable Products Institute” or “BPI Compostable” (see photos). There is great information at the page “What is a certified compostable product?” at <https://bpiworld.org/products.html>.



COMPOSTABLE IN INDUSTRIAL FACILITIES

Check locally, as these do not exist in many communities. **Not suitable for backyard composting.** CERT # SAMPLE



One other quick example, in 2019 McDonald’s started a campaign for paper straws that turned out to be non-recyclable. But I’d like to give them a positive shout out for trying to do the right thing. McDonald’s changed from Styrofoam food packaging to paper (that may not be recyclable but is so much better than foam) in 1990.

If you’re curious or confused when trying to decide on a product’s integrity, do your own research. When you’re in doubt as to whether it’s recyclable or compostable, throw it out to avoid contamination. And if you really want to make a difference, when you see a case of greenwashing, write to the company. Have a beautiful green holiday, but not a greenwashed one!

YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie’s monthly music and “Green News,” write to WindchimeL@aoL.com

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

NFBPWC South Florida

Executive Committee 2021-2023:

| | |
|---------------------------|-------------------|
| President | Elizabeth Benham |
| Vice President Advocacy | Marianne Miccoli |
| Vice President Membership | Mariela Borrello |
| Treasurer | Paulina Kucharska |
| Secretary | Mary Antoine |
| Immediate Past President | Susan Gingerich |

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

By: Elizabeth Benham, President, NFBPWC South Florida

On November 9th 2021 BPW South Florida had our biennial General Assembly. New elections were held for the 2021-2023 term. In addition, our membership dues were raised to accommodate the National Federation increase. We are delighted to have a full slate of officers.

The new officers are:

President- Elizabeth Benham
 Vice President Advocacy - Marianne Miccoli
 Vice President Membership - Mariela Borrello
 Treasurer- Paulina Kucharska
 Secretary - Mary Antoine
 Immediate Past President- Susan Gingerich

We are proud also to have our club reach 20 members again after the decrease suffered from Covid in 2020. Our membership is a great mix of diverse local women owned businesses and professional women. We continue to meet monthly at a restaurant venue and midmonth at various locations for social networking. December 13th our holiday party is scheduled which will be catered and held in the party room at a member's condominium.

Wishing all our BPW members nationwide a very joyous thanksgiving and a blessed holiday season!



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

NFBPWC Michigan

Executive Committee 2021-2022:

| | |
|----------------|----------------------------|
| Shirley Zeller | President |
| Susan Oser | Vice President, Membership |
| Amy Courter | Vice President, Advocacy |
| OPEN | Secretary |
| Susan Murphy | Treasurer |

By: Shirley Zeller, President, NFBPWC Michigan

The Michigan Affiliates are adding four new members. There may be a few more as it is near the end of the year. YEAH!!

As we have not had a meeting recently, there is not much to report. We continue to follow the Line 5 oil pipeline that is currently under the Straits of Mackinac. There is controversy about shutting down the line and building a new tunnel. The governor is proposing to shut down the line as it is right now, and the problem has been elevated to the courts.

The Legacy Michigan BPW has again canceled their 100+ anniversary that was scheduled to be held in October. The new date now is tentatively scheduled for May 13, 2022, in conjunction with the BPW/MI state convention. The event will be held in the Capital Rotunda as was originally planned. More information will be forthcoming.

Have a wonderful holiday season – best wishes to all from the Michigan Affiliates.

NFBPWC New York City

Executive Committee:

| | |
|-----------------------|-----------------------------------|
| Nermin K. Ahmad | President |
| Devika Gopal Agge | 1 st VP Membership |
| Nesli Cakiroglu | 2 nd VP Advocacy |
| Open | 3 rd VP Programs |
| Voyka Soto | Secretary |
| Marianna Mott Newirth | Treasurer |
| Francesca Burack | Immediate Past President |
| Open | Young Professional Representative |

For more information about this club, go to: www.NFBPWC-NYC.org or become involved on our social media site, nfbpwc.ning.com.



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

New York City Activity: The NYC Club has been focused on ensuring that we keep as much as we can (emails, document folders, accounts, more) in the name of the organization to make transitions among responsible leaders more seamless.

We celebrate the on-boarding of **new members** Christian Turczyn, Isaac Reshad, and Samantha Sherman.

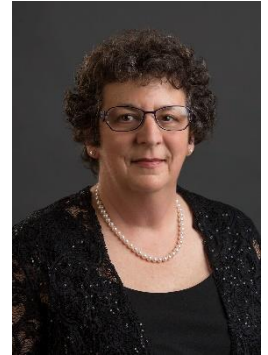
Our Executive Committee, having completed its first full year of service has launched its planning sessions around events and advocacy for the coming year. The group benefitted from the opportunity to receive guidance and historical perspective from our immediate past president, Ms. Francesca Burack, which provided us with a strong foundation to move the Club forward with present day advocacy.

One of the most critical challenges we face is the setback experienced by many business and professional women as a direct result of Covid-19. There are too many accepted images of households in film, on news challenges, and in other media, of men working in their home offices, while the women are in a makeshift office, keeping an eye on the kitchen and on their children's schooling, while working. This fosters not only an acceptance of gender inequality (going against UN SDG 5) but normalizes inequalities of all types (going against SDG 10). We believe that it is critical to not only reverse this imagery, but to ensure that the setback experienced by business and professional women is recovered, and that we actively advocate against such disproportionate impact in similar future global events. If women in developed nations cannot keep the rights they have fought for, how can we help those in other parts of the world? We see this as a critical call to action going forward.

NFBPWC North Carolina

Executive Committee:

| | | |
|---------------------|---------------------------------------|--|
| Marsha Riibner-Cady | President | nfbpwcnc@gmail.com |
| 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 meetings, the third Thursday of the month at 8 pm by clicking on the link here:

<https://us06web.zoom.us/j/83070332328?pwd=bjExWnBYVGx5YThBdDNzNG5FNzkyUT09>

Meeting ID: 830 7033 2328

Passcode: 612268

or contact Marsha for details at nfbpwcnc@gmail.com

At our November 18, 2021, meeting we planned our holiday party. We are having a gift exchange where we will draw names, purchase a gift for up to \$10 and wrap it. At our party on December 16, the giver will open the gift for the recipient and then mail it to her. This way the gift and the giver will be a complete anonymous until the last possible second! We will be attending our party via zoom in our finest holiday attire, we in NC don't just do ugly sweaters! We will be sharing our favorite holiday beverage and/or appetizer to virtually including the recipe. The executive committee is invited to our festivities and if you want to join us, you may but you must tell Marsha by December 3, especially if you will be participating in the gift exchange. Contact her at: nfbpwcnc@gmail.com.

Other news in NC...

We discussed the website www.RoadsideAmerica.com where you can find every wide spot of interest while traveling.

Congratulations to National Secretary Barbara Bozeman on her braces.

One of our members will have just turned 50 as you are reading this article. We had hoped for a picture of her in her ball gown and tiara, alas, we had to turn in the article before we were able to snap a shot of her. We all welcome her to the other side...

Barbara and Alice attended the Burbank Club meeting and spoke about their experiences as women veterans. They really enjoyed the meeting.

Alice is working on a parallel event for CSW 66 with one of Sher from CA.

And lastly, we are trying to figure out the best way to get to the General Assembly in August. We are considering a road trip or train excursion. Stay tuned for more!

Happy whatever you celebrate and be well.

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 NFPWC met via Zoom Sunday, November 7 at 7 p.m. Dr. Ella McElwee, a member, spoke to us on the Goal 3-Good Health and Well Being under the Sustainable Development Goals established by the United Nations with the Department of Economic and Social Affairs. Dr. Ella is the founder and President of Health by Choice, Inc. Its mission is to encourage healthy choices in pursuit of optimal wellness. Her business is in New Enterprise, PA. She really presented an outstanding list of what we need to be doing every day from drinking water, exercising, writing in a daily journal and getting those needed hours of sleep.

On October 26, Cathy Collins and I attended the Membership meeting chaired by NFBPWC VP-Membership, Kathy Kelly.

Working with the L3P, I have attended the last session on November 12 with Kathy Telban, Jane Taff and other L3P members of the committee.

Emily Holgash, member, is back sharing more information to us via the Facebook connection. We learned about the Small Business Majority, the National Veterans Small Business Week from Nov. 1-5, SBA -National Disability Employment Awareness Month gathering on October 28 and finally the Manufacturing PA Innovation Program funded by the PA Department of Commerce and Economic Development Grant Program.



NANCY WERNER AND DENICE ROBINSON ATTENDING THE BPW/PA AND BPW/OHIO ECUMENICAL SERVICE ON THE OPENING DAY OF NATIONAL BUSINESS WOMEN'S WEEK.

Keep liking us on Face Book NFBPWC- Pennsylvania. Ginny Bailey is really finding the most interesting items ever on women's history.

Please read Lilly Gioia's legislative article for she has really done some investigating on the women who were honored at the signing of the Infrastructure Investment and Jobs Act. She lives and breathes reporting as a 24/7 job that WE all benefit reading.

Emily Holgash and myself, have joined the IWPG/International Women's Peace Group for the Peace Education Lecturer Training. I am somewhat behind in my work due to the death of my oldest sister, Dorothy on October 27.

November became a quieter month which we all needed.

May you all have a wonderful Holiday Season and count your blessings.

PICTURED RIGHT: GINNY BAILEY AND NANCY WERNER HOLDING THEIR DISTRICT XI AWARD FOR THE MOST OUTSTANDING LO FOR 2020-2021. THANK YOU ZOOM.



Pennsylvania Advocacy Report

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

DECEMBER 2021 LEGISLATION UPDATE

U.S. HOUSE HOLDS EQUAL RIGHTS AMENDMENT HEARING:

At 9:45 a.m. on October 21st Carolyn Maloney, Chair of the House Government Oversight & Reform Committee, called a hearing on the Equal Rights Amendment to order. Actress and sexual assault survivor Alyssa Milano, active in the #MeToo movement, testified that "as long as the Constitution allows gender-based discrimination, the United States can never achieve the greatness to which it aspires." Carol Jenkins, ERA Coalition President & CEO, noted that the fight for the ERA has lasted a century. Fifty years ago, Gloria Steinem spoke here and stated the case for the ERA, Jenkins said. Eleanor Smeal of the Feminist Majority Foundation said she began her fight for the ERA in Pittsburgh, emphasizing Pennsylvania's Equal Rights Amendment was one of the strongest statements. She recalled how, in 1972, the United States Senate passed the ERA 84-8, adding that the ERA passed the House on October 12, 1971, by a vote of 354-24. Testifying in opposition, Inez Fletcher-Stepman told the committee that the "ERA will add nothing to the protections women already enjoy," and "that it will undermine the successes we have already attained and even place us in harm's way." As a Senior Policy Analyst for Independent Women's Voices, Fletcher-Stepman's arguments focused on the "biological differences" between women and men. Georgetown Law School Professor Victoria Nourse stressed that "statutes can be taken away by Congress and declared unconstitutional by the Supreme Court." An Equal Rights Amendment cannot be subjected to the whims of Congress or the Supreme Court. She quoted Justice Antonin Scalia's contention that the 14th Amendment does not prohibit discrimination by sex. South Carolina Republican Representative Ralph Norman in questioning Ms. Milano, rather than seeking her reasoning for supporting the ERA, persisted in demanding that she must state "three things good about this country."

WOMEN LABOR ACTIVISTS CELEBRATE SIGNING OF INFRASTRUCTURE INVESTMENT & JOBS ACT:

Welcoming 800 invited US Senators, House Members, Governors, Mayors and Union workers to the White House on 11/15/21, United Steel Workers Local 1025 President Donneta Williams opened the bill signing ceremony for the largest U.S. infrastructure investment since building the Interstate Highway system. As a 26-year Corning employee and single Mom, Williams stressed how her union-won benefits provided health care for her family and paid for her daughter's education. Williams represents hundreds of Wilmington, North Carolina Corning Glass workers who make the optical fibers that reliably carry voice, data and video on Broadband. The American Jobs Act signed by President Joe Biden, calls for investing \$100 billion in affordable high-speed Broadband for those who cannot afford internet access, live in areas without service or who struggle with hit or miss service. The honor of introducing President Biden went to another female union activist, Heather Kurtenbach, who in 2019 became the first female Business Agent for Iron Workers Local 86 in Seattle, Washington. Kurtenbach told of being unemployable after incarceration. "I couldn't find a job. No one would hire me," she said. She applied for an Iron Workers Apprenticeship Program and after 15 years in her union, rose from Apprentice to Foreman to General Foreman to Business Agent and now Organizer and Political Director. Her experience motivated Kurtenbach to help other formerly incarcerated women enter the construction field as carpenters, iron workers, laborers or cement masons. She helped organize charities to provide funds for work boots and initiation fees. Kurtenbach now works with lawmakers to pass legislation that will make the construction industry more inclusive for women. The Infrastructure Investment and Jobs Act "creates jobs for people of every race, gender and background," Kurtenbach said, noting that America now has the "most diverse labor movement in history."

Introducing the President, Heather Kurtenbach praised Joe Biden for "believing in women like me." After decades of delay and decline, the \$1 trillion investment in roads, bridges, transit, rail, climate change mitigation, electric vehicles and charging stations, clean drinking water, high-speed internet and resilient electric transmission lines, means this bi-partisan legislation (H.R.3684) is an historic investment in America's economic future. Estimates for Pennsylvania include creation of 585,030 jobs, 872 miles of repaired roadways, repair of 738 structurally deficient bridges, Broadband installed throughout the Commonwealth, \$9.3 billion in energy efficiency, \$1.3 billion for modernizing the electrical grid. 100% of PA lead water pipes will be replaced as more than 9,000 Pennsylvania children are diagnosed each year with lead exposure. Over the next five years Pennsylvania will receive millions in federal funds to combat cyber-attacks, protect against wildfires and improve water infrastructure across the state. High-speed rail service between Scranton and New York City is also under consideration.

12/1/21 SUPREME COURT HEARS MISSISSIPPI ABORTION RESTRICTION CASE:

Arguments on a Mississippi bill that seeks to overturn the landmark Roe v. Wade ruling, will be heard by the Justices on December 1, 2021. The Court will rule on Dobbs v. Jackson Women's Health Organization, 19-1392, by late June 2022. It centers on a law that would ban abortion in almost all circumstances after 15 weeks of pregnancy, according to Bloomberg.com. A push by Republican-controlled states for even tighter restrictions, (including Texas's new ban on abortion at the 6-week mark), is at stake. Arguments will be in person with a live public audio feed. In a September 2021 filing, abortion providers told Justices they would create "chaos" by overturning Roe, the 1973 decision that legalized the procedure nationwide. Providers argue that women would be left without a way to legally end pregnancies in "large swaths of the South and Mid-west." In response, Mississippi's Attorney General Lynn Fitch, called Roe a "flawed and hopelessly unworkable precedent" and said the Court should "return policy making to the people." After Justice Amy Coney Barrett was confirmed to succeed the late Justice Ruth Bader Ginsburg, Mississippi took a hard line and called for Roe to be overturned. New November 2021 national polling shows Americans support legal abortion by 65% and believe abortion should be a private decision between a woman and her doctor by 75%.

DENIAL OF MEDICAID ABORTION FUNDING CHALLENGED UNDER PENNSYLVANIA'S E.R.A.

"While all eyes are on the U.S. Supreme Court, we must remember that Pennsylvania's Constitution explicitly guarantees equality on the basis of sex and prohibits laws that confer different burdens on men and women," said Susan J. Frietsche, Senior Staff Attorney at the PA Women's Law Project. Since 1985 Pennsylvania has

banned Medicaid insurance coverage for abortion with few exceptions, and low-income women have had to rely on charities to provide funds that cannot always meet the need. Pennsylvania is one of 33 states with policies mirroring the federal Hyde Amendment that bars using public Medicaid funding for abortion health care, except in cases of life endangerment, rape or incest—a policy upheld by the U.S. Supreme Court in the 1980's. Signe Espinoza, Executive Director of Planned Parenthood Advocates said, "Health care is a human right, and people deserve the right to decide if and when they want to become pregnant free of stigma. For too long Pennsylvania's harmful Medicaid ban on abortion coverage has not given Pennsylvanians this freedom." Commonwealth advocates are asking the Pennsylvania Supreme Court to overturn a 1985 case (*Fischer v. Department of Public Welfare*), which ruled Pennsylvania's Medicaid coverage ban was constitutional. According to a Ms. Magazine October 2021 report, advocates are seeking a court order recognizing abortion as a fundamental right and restoring Medicaid insurance coverage for abortion under the strong Equal Rights Amendment in the state constitution.

By challenging the funding ban, the PA Women's Law Project and Planned Parenthood of America filed their lawsuit brief—*Allegheny Reproductive Health Care Center v. Pennsylvania Department of Human Services*—asking the State's Supreme Court to strike down the PA ban and affirming the right to safe, legal abortion care, attorney Frietsche said. The state's refusal to cover abortion in its Medicaid program is sex discrimination because the policy excludes "funding for an extremely common, sex-linked medical need of women while funding all reproductive medical needs for men." The brief argues "women enrolled in Medical Assistance are treated differently and on the basis of a physical condition peculiar to their sex." Asserting that there is "sex discrimination, pure and simple," a wide range of organizations filed briefs supporting the challenge including New Voices for Reproductive Justice and 24 other groups advocating for Black women and girls; the ERA Project at Columbia Law School; the National Women's Law Center; faith-based organizations; and members of the Democratic Caucuses of the Pennsylvania House and Senate. If the lawsuit succeeds, Pennsylvania will join 16 other states that cover abortion through Medicaid.

RISING RATES OF BURN-OUT AMONG WOMEN WORKING THROUGHOUT THE PANDEMIC:

A distressing new analysis, "Women in the Workplace," by McKinney & Company and Lean In, suggests that pressure put on women to balance work and childcare is leading to disproportionate levels of strain. TIME reported that the gap between women and men who say they are burned out has nearly doubled in the last year. Polling more than 65,000 North American employees, 42% of women and 35% of men reported feeling burned out often or almost always in 2021 compared to 32% of women and 28% of men in 2020. Women have taken on more responsibility at home—from supervising remote learning for their children to basic household chores. Women have also been forced out of their jobs at a disproportionate rate. There were nearly 1.5 million fewer mothers with children 18 or younger in the workforce in March 2021 compared to February 2020 according to U.S. Census data. Now even though school is largely in person, there are still student quarantines to contend with and a shortage of childcare workers in the U.S. One in three women considered down-shifting her career or leaving the workplace altogether in the past year. In this new survey just 27% of men said they would think about downshifting in their career in 2021.

For those who remain in the workforce it is no wonder they are burned out even beyond the childcare demands. Women are more likely than men to experience micro-aggressions at work, researchers found. According to the report, for instance, 34% of women who are senior leaders and 27% of women who are entry level employees said they had their judgment questioned in their area of expertise, as opposed to 22% of men at each level. Moving forward, many women cited flexibility to work from home as crucial to remaining in the workforce. Women's organizations, large corporations and even the White House have repeatedly sounded the alarm about women dropping out of the workforce. Fewer women in the workforce means a weaker economy. But a year and a half into the pandemic, data suggests the government and businesses have done little of substance to solve the problems of work-life balance. The model was broken to begin with—the pay gap is evidence of that—and we know now that this will not return to pre-pandemic "normal" any time soon. Inevitably without change even more women will drop out.

ABYSMAL PROGRESS ON EXPANDING CHILD CARE OPTIONS KEEPS WOMEN OUT OF THE WORKFORCE:

“Childcare is a persistent, ongoing problem that needs our immediate attention if our economic recovery is to continue,” an October 2021 survey by the Pennsylvania Chamber of Business & Industry stated. More than half of employers that lost employees during the pandemic attributed the loss to childcare issues. WITF reported that there are nearly 26,000 Pennsylvania children on wait lists for childcare. In September Bloomberg Businessweek reported that the COVID recession pushed more than 2.1 million women aged 25-54 – those most likely to have young children at home – out of the labor force last year. Some 80% of childcare providers reported staffing shortages and cut enrollment, according to a survey of 7,500 businesses conducted this summer by the National Association for the Education of Young Children. The industry’s labor crunch predates the pandemic. Pay at child care centers has always been low, averaging \$12.12 an hour which contributed to high turnover. The U.S. Treasury Department wrote that in 41 states more than 15% of childcare workers live below the poverty line. An industry workforce of over 1 million in February 2020, declined by more than a third during pandemic closures. It’s still down 126,700 jobs or 12%. “If we intend to fully compete on a global scale, we must ensure the full participation of women in the workforce,” Vice President Kamala Harris said.

During an appearance in his childhood home of Scranton, President Joe Biden made the case for the \$350 billion in childcare subsidies and no-cost pre-kindergarten to be included in his Build Back Better legislation. During the first quarter of 2021, female participation in the labor force dipped to its lowest point since 1988. More than four times as many Pennsylvania women were unemployed in December 2020 than in December 2019 and female workforce participation is not expected to fully rebound to pre-pandemic levels until late 2024, the PA Capital Star reported. Women comprised two-thirds of the “essential” workforce in Pennsylvania. 86% of Pennsylvania childcare providers closed at some point during the pandemic, and at least 850 have closed permanently, analysts found. Though 600 new providers opened during that same time period, they have been run at a reduced capacity, limiting access. Affordability is a major issue. The average annual cost of infant care in Pennsylvania is about \$11,560 which is close to the \$14,770 average cost of public college tuition and fees. A U.S. Chamber of Commerce Foundation study of Pennsylvania’s childcare challenges found “a combined staggering annual loss of \$3.47 BILLION both in tax revenue and to employers’ bottom line due to employee absences and turnover.” COVID-19 has likely increased these costs. In the long term, the report calls for state and federal officials to address systemic issues like low staff wages, inadequate reimbursement rates for providers participating in the subsidized childcare program and a shortage of high-quality care.

Pennsylvania Republicans who control the General Assembly banked \$5 billion out of \$7 billion in available federal stimulus funding that could have been used to pay for affordable childcare. In October Governor Wolf announced he would allocate \$352 million in federal stimulus money to shore up the state’s subsidized child care program. “We cannot miss an opportunity to invest resources where they will make a positive and lasting impact on our children,” Governor Tom Wolf said. Tragically the number of Pennsylvania child abuse fatalities increased 43% in 2020 and near-deaths increased 24% according to a state report in early October 2021. The York Daily Record reported “violent acts” and drug ingestions as primary causes for the increases along with “repeated lack of supervision during the pandemic.” Children being isolated during the pandemic 2020 lock-down were not seen by mandatory reporters such as teachers and physicians who can spot abuse and report it to authorities. A 10/12/21 PA Capital Star report found 4,593 substantiated cases of child abuse in 2020. 93 Near fatalities occurred in 2019 while in 2020 the number of children who nearly died was 115. Pennsylvania lost 73 children to child abuse in 2020 which is up from 51 in 2019. In September the U.S. Census Bureau released the official Poverty Measure showing 11.6 million American children or 16% of all kids nationwide, living in poverty in 2020. Under the Trump administration this total increased by more than 1 million children since 2019. The federal government stimulus payments and refundable child tax credits passed by Congress under the Biden administration have already lifted 4.6 million children out of poverty.

TIPPED WORKERS REGAIN EARNINGS POTENTIAL LOST UNDER THE TRUMP ADMINISTRATION:

Reversing a Trump administration ruling that made it easier to pay tipped workers less for their time, in October the Biden administration tightened rules around the tipped minimum wage of \$2.13 per hour plus tips. The Labor Department estimated up to \$733 million annually was transferred to employers from tipped worker wages due to Trump administration rule changes. The Trump ruling allowed lower wages to be paid for more of workers' time. In many states servers and other tipped workers can legally be paid as little as \$2.13 per hour so long as their gratuities get them to the federal minimum wage of \$7.25. "We are trying to create reasonable limits around when the workers can get paid \$2.13 an hour," Jessica Looman, Labor Department acting Administrator of the Wage and Hour Division, said. The Biden administration wants restaurant servers to know they can't be told to clean bathrooms for \$2.13 an hour, according to a 10/28/21 HuffPost report. Servers aren't always serving people and working directly for tips. At times they are told to roll silverware, fill salt and pepper shakers and clean up around the restaurant. The new Labor Department rule clarifies that only some of the ancillary work can be done at the \$2.13 tipped minimum wage, while for other work employers will have to pay at least \$7.25 for their time, regardless of how much a worker earns in gratuities. This change applies not just to restaurants, but to nail salons, parking garages and other workplaces where employers have paid lower wages. The agency tried to "strike a balance" and craft a fair rule that would protect a vulnerable workforce after many workers complained of having to come in an hour before their shift started or stay an hour after it ended to clean up around the restaurant for \$2.13 an hour, Looman said. The tipped minimum wage workforce is by far female.

WHO'S MAKING MINIMUM WAGE NOW IN PENNSYLVANIA?

More than half Pennsylvania's minimum wage jobs are in the restaurant industry, roughly 15% of all jobs in the state, according to a 10/26/21 Capital Star report. Mathew Knittel, Director of the non-partisan Independent Fiscal Office testified in Harrisburg that just over half of Pennsylvania minimum wage workers are between ages of 16 and 24, though State Representative John Galloway of Bucks County, noted the average age is 35. Minimum wage workers in Pennsylvania are overwhelmingly WOMEN, 77.4% in 2020. One million workers will directly benefit from the proposed \$12 per hour minimum wage increase which could add roughly \$55 million annually to state coffers, a study by Knittel's office showed. There is clear public support for a minimum wage increase with 17 million Pennsylvanians making less than \$15 per hour. A Franklin & Marshall College poll shows 67% of registered voters support raising the minimum wage floor to \$12 as Governor Tom Wolf has proposed. The Associated Press reported that under a new Executive Order issued by the Governor in October, Pennsylvania employers looking to collect available state grants or tax breaks will have to pay workers at least \$13.50 per hour to do so. The wage shall be raised to \$15 per hour on 7/1/24 under this Order. The state annually budgets tens of millions of dollars in grants, loans and tax breaks for companies that make certain promises to expand in Pennsylvania. Since Wolf took office in 2015 he has urged the Republican controlled Legislature to increase the minimum wage without success amid GOP opposition. Currently 29 states have set minimum wages above the federal minimum according to the National Conference of State Legislatures. A 10/29/21 Economic Policy Institute statement estimated that if the minimum wage had increased at the same pace as U.S. productivity growth over the last 70 years, the minimum wage would be over \$22 an hour today.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

| | |
|-----------------------|-------------------|
| Daneene Monroe Rusnak | President |
| <i>Vacant</i> | Secretary |
| Leona Phillips | Interim Treasurer |

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

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

Many thanks to our November program guest speaker Jei'Mar Spell, volunteer with the Challenged Athletes Foundation. Jei'Mar shared some powerful stories about a few of the athletes and how the organization had (and still has) a significant impact on him personally. As a reminder, CAF is one of the outstanding organizations where you can donate via Amazon Smile (as is NFBPWC!!!....in case you didn't know (like me!)).

Keep an eye out for more details about our holiday celebration later this month. As a reminder, we are still looking for a Nominations Chair for the 2022 elections (they'll be here before you know it!).

As we draw 2021 to a close, I'd like to say "Thank you!" to our chapter members and friends for your participation and support. We are continuing to grow in number and I am incredibly hopeful about the future of this chapter. If you have an interest in learning about how you can be more involved in the chapter leadership and/or programming, or if you would just like to learn more about our group, feel free to schedule a time to connect with me. You can snag a spot on my calendar here: <https://www.calendly.com/daneene/special>



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

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

Submission Deadline for the January eNewsletter is Wednesday, December 22nd at 5:00 pm Mountain Time

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

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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



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

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

Our NFBPWC Heritage



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

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

Our ambition

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

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

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

Affiliate Benefits

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

Individual Benefits

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

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

