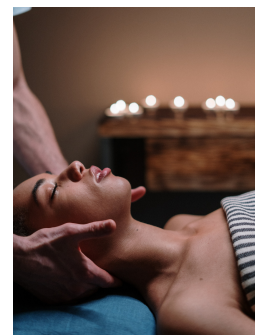




FEBRUARY 2021 ISSUE

NFBPWC

Newsletter



UNITING AND ADVOCATING FOR WOMEN

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**Submission Deadline for the March eNewsletter is
Sunday, February 21st at 5:00 pm Mountain Time**

Upcoming Events

Now!

Accepting Applications for Mentors
(See the [Mentoring Committee Report](#))

Wednesday, February 3, 2021

Wednesday Web Wisdom Trainings: Zoom
(See the [Digital Training Committee Report](#))
2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM
Central | 5:00 PM Eastern

Friday, February 5, 2021

NFBPWC FAC National Happy Hour
Register: <https://www.nfbpwc.org/event-4113492>

Saturday, February 6, 2021

NFBPWC Virtual Women's Wellness Fair (Onlin
More Information and Register:
<https://www.nfbpwc.org/event-4053502>

Friday, February 12, 2021

NFBPWC FAC National Happy Hour
Register: <https://www.nfbpwc.org/event-4113504>

Friday, February 19, 2021

NFBPWC FAC National Happy Hour
Register: <https://www.nfbpwc.org/event-4152549>

Friday, February 23, 2021

Cultural Competency Series: The Long Shadow
Register: <https://www.nfbpwc.org/event-4144517>

Friday, February 26, 2021

NFBPWC FAC National Happy Hour
Register: <https://www.nfbpwc.org/event-4152550>

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President

Larisa Miller, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Barbara Bozeman, Secretary

Deborah Fischer, Treasurer

Ashley Maria, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual

Bylaw and Resolutions, Katherine Winans, California

Environment and Sustainable Development, Hyon Rah, Virtual

Finance, Gloria Flores, El Paso West

Health, Keri Hess, California

International Liaison, Bessie Hironimus, California

Lifelong, Leadership & Learning, Kathy Kelly, Colorado

Membership, Larisa Miller, Florida

Mentoring, Dr. Trish Knight, NFBPWC Virtual

Military Affiliated Women, Barbara Bozeman, North Carolina

Public Relations, POSITION OPEN

Small Business, Manjul Batra, California

United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org

bylaws@nfbpwc.org

environment@nfbpwc.org

finance@nfbpwc.org

health@nfbpwc.org

Bessie.hironimus@bpw-international.org

L3chair@nfbpwc.org

vpmembership@nfbpwc.org

mentoring@nfbpwc.org

militarywomen@nfbpwc.org

PRchair@nfbpwc.org

smallbusiness@nfbpwc.org

UNchair@nfbpwc.org

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina

Diversity, Equity and Inclusion Chair, Sher Singh, California

Fundraising/Grants - POSITION OPEN

Membership Outreach, Jean MacDonald, Chatham County

Newsletter, Michele Guarino, NFBPWC Virtual

Nominations, Michelle Husby, California

Rapid Response - POSITION OPEN

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

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

fundraising@nfbpwc.org

outreach@nfbpwc.org

newsletter@nfbpwc.org

nominations@nfbpwc.org

rapidresponse@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

Health Alert

COVID-19 has been in the United States for over one year now, has killed over 400,000 and infected more than 29 million Americans. We would like to remind members that we need to continue to take precautions to avoid spreading illness.

It is the recommendation of the NFBPWC Health Committee that local clubs adhere to national, state, and/or local guidelines when it comes to club meetings and events, and that every effort should be made to hold meetings and events online to create a safe space for all members to take part in club activities.

To support you during these incredibly challenging times, the NFBPWC has purchased a Zoom account that all affiliates of our national organization can utilize for virtual events. In addition, we have a Digital Training Chair and a team at that national level that can work with you to learn this platform and a team of Zoom moderators available to assist with meetings.

The Centers for Disease Control and Prevention has posted guidelines on personal and social activities which can be found at the link below, although we strongly recommend that you review state and local guidelines as well.

<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/personal-social-activities.html>

The NFBPWC Executive Committee reminds our members and leaders that the NFBPWC and its affiliates cannot be held liable for any illness and/or injury related to in person and/or virtual meetings. NFBPWC leaders and members are encouraged to act within national, state, and/or local guidelines for all events held in person or online. Members who attend events in person or online do so at their own risk.

Please feel free to contact the Executive Committee at ec@nfbpwc.org should you have any questions or comments.

Stay well,

The NFBPWC Executive Committee

President's Message



By: Megan Shellman-Rickard

Participation is the Key

As we begin a new month connected as members, let us take a moment to recognize that February is Black History Month, also known as African American History Month. This is an opportunity for Americans to acknowledge the generations of African Americans who struggled with adversity to achieve full citizenship in American society. Our Cultural

Competency event for February directly ties to this conversation and members are encouraged to participate. February also marks the 57th consecutive American Heart Month and our Women's Wellness Fair will feature a keynote presentation on that topic, as heart attaches kill more women than any other disease. Please wear red on February 5th in solidarity with women around the country, www.goredforwomen.org.

The National Federation of Business and Professional Women's Clubs has a heritage of over 100 years of developing the professional, business and leadership potential of women at all levels. As members, how do we access those benefits? What can the NFBPWC offer you? What can you offer to fellow members of our organization?

First and foremost, participation is key to getting the most out of your membership. The foremothers of our organization had a shared commitment to women's issues that helped empower women as one of the first networking organizations for working women. The leaders of our organization continue the charge of our mission statement by dedicating time and expertise to create a more vibrant place for members to connect nationally and globally.

What can this organization offer you, as a member? Dedicated members and leaders have been working tirelessly (and sometimes tiredly) for the past 6 months to create additional programs, events, and opportunities for our membership. As our president, I'm proud to share some of these incredible efforts with you.

- A formal **Mentoring Program**. Dr. Trish Knight, Mentoring Committee Chair, and Young BPW Ashley Maria have spent 6 months working to provide our members with a program that is constantly highlighted as being important to the success of our members and our organization. Becoming a mentor and/or mentee will help members connect nationally and grow stronger together. <https://www.nfbpwc.org/event-4053487>
- **2021 United Nations Commission on the Status of Women (CSW) Parallel Event**. The NFBPWC has partnered with Pioneers in Skirts to host an event at this year's CSW: How to use impact storytelling events to fast track a gender-equitable pandemic recovery. This is an opportunity for interested members to work within the CSW framework to help this event be a success globally. Email csw@nfbpwc.org to express interest in this special committee or view the event on our website. <https://www.nfbpwc.org/event-4123114>
- The Health Committee, chaired by Keri Hess, will be hosting an ambitious and exciting **Women's Wellness Fair**. This will include a Keynote by Dr. Cindy Geyer about women's heart health followed by a series of workshops on health and well-being for women, by women. <https://www.nfbpwc.org/event-4053502>
- **Cultural Competency Series: The Long Shadow, a conversation with Director Frances Causey**. The Diversity, Equity, and Inclusion Committee, led by Sher Singh, will be presenting the 4th Cultural Competency event with on-demand viewing of the film, The Long Shadow, and a live 1-hour question and answer discussion with Director Frances Causey. In addition, an educational toolkit will be emailed to all registrants. <https://www.nfbpwc.org/event-4144517>
- **Earth Day Fair in April 2021**. The Environmental and Sustainable Development Chair, Hyon Rah, and her committee were inspired by the Health Committee to create an Earth Day Fair that will highlight our environment and women's roles in sustainable development.
- Thank you to our member, Melinda Bush, for working together with the EC since October 2020 to provide all members with an optional add-on benefit through Careington International, called **The Good Health Program**: <https://www.nfbpwc.org/Good-Health-Program>.
- **Lifelong Learning and Leadership Trainings**. Led by Kathy Kelly, a group of incredibly talented members has been working persistently to provide all members with the benefit of training with this program. They analyzed a previous program, called ID or Individual Development, and updated it to reflect the changes we've seen in the 21st century. In addition, you can request to become a facilitator for this program. <https://www.nfbpwc.org/Lifelong-Leadership-Learning>
- **Friday Afternoon Clubs Happy Hours**. A weekly opportunity to connect with members nationally and participate in large and smaller breakout groups as we discuss current events and topics moderated by members of the Executive Committee. <https://www.nfbpwc.org/events>

It is an honor to serve as President as we navigate 2021 together. I look forward to leading us as we work together to continue our efforts to accomplish the following goals:

- Encourage a diverse membership across generations
- Cultivate leaders from all walks of life and at every phase of their careers

- Create a more vibrant space for virtual interactions that span across the nation and globe
- Increase our relevancy by aligning with like-minded organizations so that we can achieve our mission more fully

So now I ask you to contemplate this question. What can you offer to fellow members of our organization? You have an opportunity to provide constructive input and to find your own unique path in this organization. We are a brilliant community filled with passion and tenacity. This is 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. Your participation is the key to our successes as an organization.

Let us continue to light a path for our future that promotes solidarity, diversity, inclusion, innovation, and fun in 2021. Sending personal wishes of celebration, health, and progress around the globe!

Kind Regards,

Megan Shellman-Rickard
NBPWC President 2020-2022

1st Vice President Membership News



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

Dear NFBPWC Sisters,

As we step into this new year, architected around the hope of new beginnings and renewed sisterhood, we are excited to move forward building the membership of NFBPWC with new members from here at home and abroad. The many months of COVID have shown us that, now more than ever, we are a global sisterhood. Welcoming members from across the globe will enhance our opportunities for collaboration, perspective, business growth and networking.

An organization is only as strong as its members, and the growth, strength and impact of NFBPWC will depend on all of us to be the stakeholders of our future. Therefore, I encourage you all to invite a new member to join our sisterhood. If each sister brings two new members to our organization in 2021, we will, without a doubt, be the leading business and professional women's organization in the nation.

Be one, bring one!

If I can be of help to any of you, please do not hesitate to contact me at vpmembership@nfbpwc.org.

Momentum Club | Virtual Club | NFBPWC Benefits

Momentum Club:

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

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

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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

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

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

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

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

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.

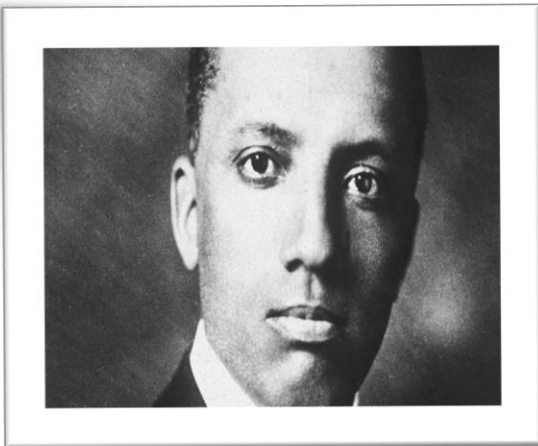
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

2nd Vice President Advocacy Report



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

A Brief History of Black History Month



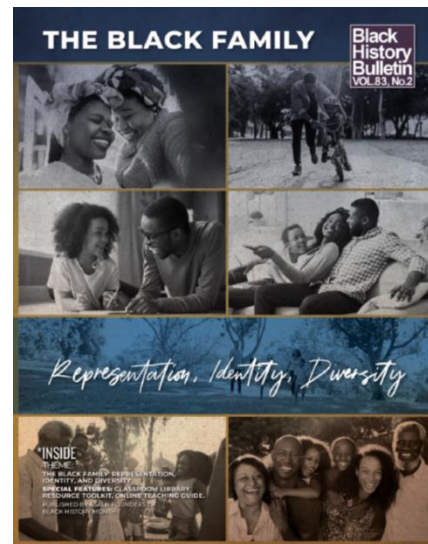
Pictured: Carter G. Woodson (1875-1950)
"Father of Black History" <https://asalh.org/about-us/our-history/>

Carter G. Woodson was born in 1875 and was the son of former slaves. The importance of education was pressed upon him at a young age, but he did not begin his journey into "formal" education until he was nearly 20 years old. Despite that delay, he was able to obtain a high school diploma and a bachelor's degree from Berea College in Kentucky in a span of four years. He ultimately went on to earn a bachelor's and a master's degree from the University of Chicago and in 1912 he became the second African American to earn a PhD at Harvard University.

What we know today as Black History Month began in February of 1926, as Negro History Week. Dr.

Woodson chose the week that contained the birthdays of abolitionist Frederick Douglass and President Abraham Lincoln to honor them. In 1976, the celebration was expanded the entire month.

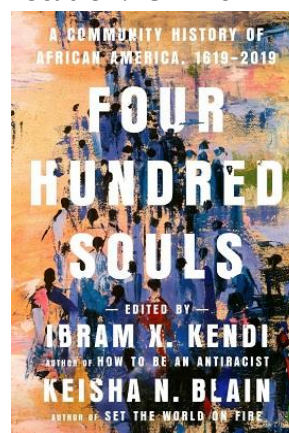
2021 BLACK HISTORY THEME THE BLACK FAMILY: *Representation, Identity, and Diversity*



Some suggested Black History Month Events:

Date: Tue Feb 2, 2021 7:00pm to 8:30pm

Location: Online



Historically Speaking:
Four Hundred Souls - A Conversation with Ibram Kendi and Keisha N. Blain

[VIEW EVENT](#)

About this Event

Renowned scholars Ibram X. Kendi, author of *How to Be an Antiracist*, and Keisha N.

Blain, author of *Set the World on Fire* have assembled 90 extraordinary writers to document the four-hundred-year journey of African Americans from 1619 to the present.

Entitled **Four Hundred Souls**, each contributor writes about a five-year period of 400 years of American history using essays, short stories, personal vignettes, and fiery polemics. They approach history from various perspectives: through the eyes of towering historical icons, the untold stories of ordinary people, as well as landmarks, laws, and artifacts.

An extraordinary, moderated discussion featuring editors Kendi and Blain will focus on historic eras such as Slavery, Reconstruction, Segregation, and their sustained impact on the United States.

A Seat at the Table: Prison Reform and Restorative Justice

Date: Thu Feb 4, 2021 7:00pm to 9:15pm

Location: Online

VIEW EVENT

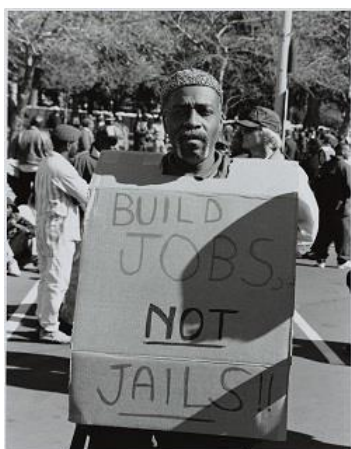
About this Event

The museum will host a thought-provoking conversation of race, justice, and mass incarceration in the United States. [Julianne Malveaux](#) ([link is external](#)) will moderate a discussion among journalists and media producer [Juleyka Lantigua-Williams](#) ([link is external](#)), activist, author, Atlantic Racial Equity Fellow [Marlon Peterson](#) ([link is external](#)), and NMAAHC curator [Paul Gardullo](#).

The speakers will discuss will interrogate the industrial prison system and its impact on Black and Latino populations. After the presentation, audience participants will have the opportunity to share their stories and ideas on how they may address prisons in favor of alternative forms of restorative justice.

A Seat at the Table is an interactive virtual program for participants to consider challenging questions about race, identity, and economic justice over a meal catered by the museum.

WWW.NFBPWC.ORG



In Dialogue: Social Smithsonian Objects and Social Justice – Race and Medicine

Date: Thu Feb 11, 2021 5:00pm to 6:00pm

Location: Online

VIEW EVENT

About this Event

Each month, educators from the [National Portrait Gallery](#) will partner with colleagues from across the Smithsonian to discuss how historical objects from their respective collections speak to today's social justice issues.



For this program, NMAAHC Public Programs Department Academic and Social Justice Lead Leslie P. Walker will have a discussion with NPG colleague Beth Evans about race and medicine as represented by related objects.

[View more events from the National Museum of African American History here](#)

and from

[The Association for the Study of African American Life and History here](#)

OUR ADVOCACY TEAM

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

Additional Support from: Sharon Simmons - HUD issues, Juelle-Ann Boyer - ERA/Human Rights, Rita Smith - Violence Against Women, Monica Monroe - Diversity & Inclusion, Social Justice, Linda Wilson - ERA, Employment Rights, Immigration, et. al

Will be working with UN Chair:

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

From the Desk of the Secretary



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022



One of my most enjoyable locations to check out from time to time is called “HealthyDeskDweller”

In honor of our February focus being Health – I would like to share the link and a few images from this wonderful article – **25 Stretches and Exercises to Do at Your Desk.**

21. Tricep Extension



24. Cross Toe Touches



Elise does a great job showing more than 25 different moves. Not only are these helpful if work keeps you chair bound for long periods of time, but can be incorporated into travel as well.

I encourage you all to take a few moments, click on the link provided and try some new moves in February!

<https://healthydeskdweller.com/stretch-exercises-to-do-at-your-desk/>

Treasurer's Report



By: Deborah Fischer
Treasurer, NFBPWC 2020-2022

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

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

Meet Keri Hess! Keri is a member of the Downtown Sacramento, California NFBPWC chapter.



Keri Hess works for a non-profit, the Health Education Council, where they seek to cultivate health and wellbeing in underserved communities. Keri is also our Health Committee Chair for NFBPWC, hosting our first Virtual Wellness Fair on Feb 6th. Learn more about this event here: <https://www.nfbpwc.org/event-4053502>.

Question: What brought you to this career path?

I started out majoring in Biology when I "found" public health. What I like about public health is that we are trying to improve the community's health as a whole – instead of working with individuals, we tackle problems that are affecting many.

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

The director of my organization recommended that I join. Being recommended as Health Chair would be the most memorable moment thus far.

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

Working on policy is not for the faint of heart. I have been called names, yelled at, and treated differently for being a young woman in this field. I came face to face with a tobacco company representative for the first time early in my career. I couldn't stop thinking about how this man could go home at the end of the day and feel good about the work he did. Some days are hard, but at the end of the day, I know that I'm fighting the good fight.

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

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

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



@YoungBPWUSA



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



Environment and Sustainable Development Committee



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

It's been a while since I left my hometown of Seattle. Family ties, friends in the area, and making annual visits have helped me stay in the loop about the changes in and around the city.

Change is inevitable anywhere, as much as I'd like some things to stay the same. That said, there is one change that's been worrying me more and more: the drought.

Some people I know are happy to see less rain. I can easily see the appeal of having continuously dry days in December and January over the usual grey and dreary ones. That said, I'm worried. I am worried because I regularly look up the map like the one you see below.

As you can see, a large portion of the U.S. is in severe to extreme drought. Unlike extreme weather events and disasters such as hurricanes, storms, and tsunamis, droughts grab hold of a region gradually, locking in harmful impacts on the water supply and the ecosystem by the time they become noticeable. Dry conditions also provide thriving grounds for wildfires.

Scientists predict many regions in the U.S. will see water supplies cut by a third within the next 50 years¹. Because aquifers and watersheds are connected, it's not only the dry regions that are in trouble. A U.S. government-backed study predicted as many as 96 out of 204 watersheds in the country are at risk of shortages over the next century; 83 of them could see shortages within the next 25 years².

So, what can we do? Water does not come out of thin air, and many attempts to engineer our way out of trouble can create more complications for the future. Drastic measures such as desalination and long-distance water transfer have detrimental long-term impacts. Various low-impact solutions exist to replenish used groundwater and avoid depletion. On

a municipal level, leakage from established water supply systems results in a huge waste of water. London, for example, loses over 20% of its treated water through leaky pipes. Detecting and repairing these faults, as well as regularly maintaining the water infrastructure, is important.

At home, water conservation is something all of us can do immediately without much hassle. Taking shorter showers and not leaving the faucet running while

North American Drought Monitor

December 31, 2020

(Released Friday, Jan. 15, 2021)

<https://www.ncdc.noaa.gov/temp-and-precip/drought/nadm/>

Analysts:

Canada - Trevor Hadwen
Alyssa Klein
Mexico - Minerva Lopez
Yenifer Loranca
U.S.A. - Adam Hartman
Mark Svoboda*

(* Responsible for collecting analysts' input & assembling the NA-DM map)

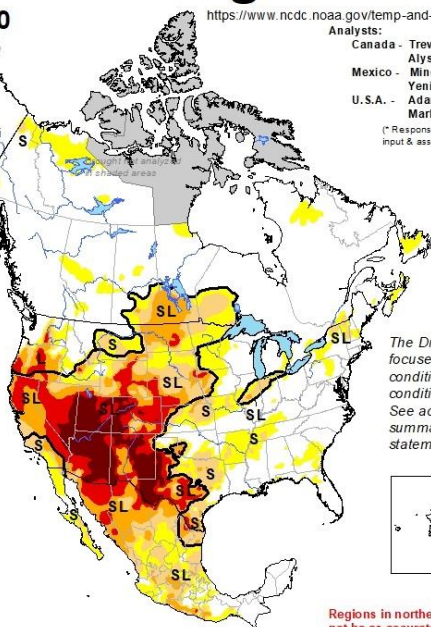
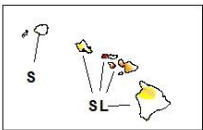
Intensity

- D0 Abnormally Dry
- D1 Moderate Drought
- D2 Severe Drought
- D3 Extreme Drought
- D4 Exceptional Drought

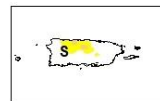
Drought Impact Types:

~ Delineates dominant impacts

- S = Short-Term, typically less than 6 months (e.g. agriculture, grasslands)
- L = Long-Term, typically greater than 6 months (e.g. hydrology, ecology)



The Drought Monitor focuses on broad-scale conditions. Local conditions may vary. See accompanying text summary for forecast statements.



Regions in northern Canada may not be as accurate as other regions due to limited information.

I know that might sound crazy – after all, Seattle has a reputation for being wet. Locals often joke that there are only two distinctive seasons: summer and rainy days. The rain in Seattle is of the drizzly variety though and, for how often it rains (over 150 days a year), the actual amount of rainfall is less than most places in the South and the Midwest. The average annual rainfall in Seattle is just over 37 inches, about half that of sunny Miami (61.9 inches per year).

brushing your teeth or soaping your dishes in the sink are some of the small actions you can take. Other measures include installing aerators in your faucets and showerheads and choosing native or adapted plants that don't require additional irrigation instead of water-intensive non-native species such as Kentucky bluegrass, which requires large amounts of water and is now commonly used on the West Coast. Placing a rain barrel to store rainwater that drains off your roof or gutter to use for watering your lawn and flowerbeds is another solution.

There are also larger scale issues we can all address through raising awareness and advocacy, starting with learning about where your water is coming from and

how the distribution and treatment infrastructure is being managed. Every water authority has an annual report documenting this accessible to the public. Knowing how water is being used in your own county or region is also helpful. I encourage you to check out the U.S. Geological Survey's interactive data visualization for more information: <https://labs.waterdata.usgs.gov/visualizations/water-use-15/index.html#view=USA&category=total>.

¹ <http://sitn.hms.harvard.edu/flash/2019/widespread-water-shortage-likely-in-u-s-caused-by-population-growth-and-climate-change/>

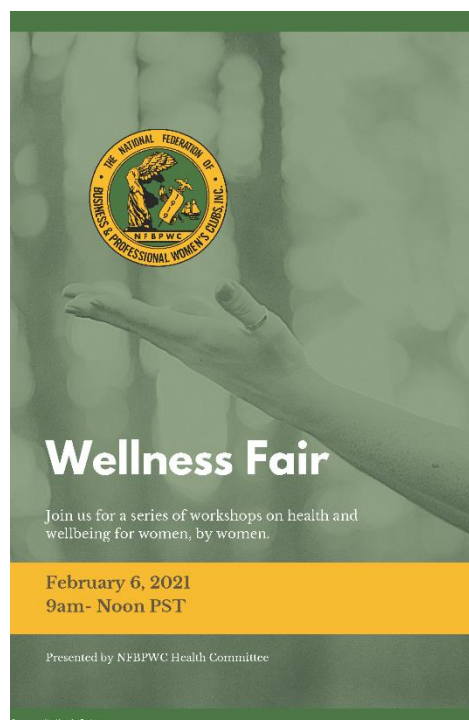
² <https://agupubs.onlinelibrary.wiley.com/doi/10.1029/2018EF001091>

Health Committee Report

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

Please be sure to register for the upcoming Virtual Women's Wellness Fair scheduled on February 6, 2021.

Register here: <https://www.nfbpwc.org/event-4053502>



For the complete 17-page Wellness Fair brochure, please go to:

[NFBPWC Wellness Fair February 2021 Brochure](#)

KEYNOTE SPEAKER Cynthia Geyer, M.D.

Dr. Cindy Geyer received her bachelor of science and her doctor of medicine degrees, with honors, from the Ohio State University. She completed her residency in internal medicine at Strong Memorial Hospital in Rochester, N.Y. and is triple board certified in internal medicine, integrative medicine and lifestyle medicine. She is the medical director at Canyon Ranch where she has practiced for 21 years. Dr. Geyer is also one of the core faculty members at The Center for Mind-Body Medicine's (CMBM) "Food as Medicine" conference, teaching physicians and other health care professionals how to use food and lifestyle to address health concerns in their own lives and those of their patients. She has served on the Board of Directors for the American College of Lifestyle Medicine and is the case series editor for the American Journal of Lifestyle Medicine. A clinician, educator, and mother, she is passionate about collaborative approaches to health and wellness: from the integrative team model in working with individual patients to community partnerships that together can effect healthy changes in the places people live and work. She loves walking and hiking, participating in the Massachusetts chapter of Cystic Fibrosis annual Xtreme Hike: traversing 25 miles in one day to raise funds and awareness for cystic fibrosis research. Her other passions include both designing and creating jewelry, honing her skills on the djembe, and listening to her sons play music.



WELLNESS FAIR AGENDA

9:00-9:15AM PST

Opening Remarks

President Megan Shellman-Rickard

9:15-9:45AM PST

Keynote Presentation

Heart Health for Women: Key Steps for a Strong, Healthy Heart by Dr. Cindy Geyer

We will review how risk factors and symptoms for heart disease may differ for women, as well as what biomarkers can tell you about the health of your heart. Learn what you can do to keep your heart healthy and strong – from the foods you eat to the way you move, sleep, manage stress, and connect with family and friends.

9:45-10:00AM PST

Break/Transition

10:00-10:25AM PST

Workshop Series #1

- 1A. CPR and First Aid for Everyone
- 1B. Mind the Five "F's" and Stay Safe!
- 1C. Medicare for All

10:25-10:30AM PST

Break/Transition

10:30-10:55AM PST

Workshop Series #2

- 2A. The Energy Within... from the Heart
- 2B. Health and the Environment
- 2C. COVID-19 Vaccines

10:55-11:00AM PST

Break/Transition

11:00-11:25AM PST

Workshop Series #3

- 3A. Women's Health & Wellness
- 3B. Pounce! Humor and Play in Wellness
- 3C. 3 Steps to Reboot your Mind & Reshape your Body

11:25-11:30AM PST

Break/Transition

11:30-Noon PST

Closing

THANK YOU & ACKNOWLEDGEMENTS

On behalf of the NFBPWC Health Committee, I would like to thank all of our guest speakers for taking the time to share their valuable knowledge with us.

I would also like to thank the Health Committee members, listed below, for their dedication towards developing and executing this event.

And, thank YOU for attending and supporting this event. We hope to bring you more events like this in the future.

Keri Hess, MPH

Health Committee Chair

NFBPWC HEALTH COMMITTEE

Nermin Ahmad

Kaea Beresford

Melinda Bush

Katherine Clevenger-Burdell

Jacqueline Delibes

Chanel Heermann

Trish Knight

Daneene Monroe Rusnak

Susan Oser

Marsha Riibner-Cady

Megan Shellman-Rickard

Sher Singh

Lifelong Leadership & Learning (L3) Committee Report

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC



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

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

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

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

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

Your L3 Certified Facilitators are standing by!

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

Expertise wanted!

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

Mentoring Committee Report

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

The member-benefit Mentoring Program opened for applications on January 1. Sisters, we need your participation, please.

During the webinar, Know Your Worth: A Workbook for Empowering Women in The Workplace with guest speaker Ruth Umoh, I was lifted in spirit by her words about empowerment and empowering others. One comment in particular struck me as very appropriate to the Mentoring Program. She said, "Closed mouths don't get fed!"

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

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

Applications are open until February 15. There are no age limits. Be fed by opening your mouth about what you can or want to do!

www.nfbpwc.org/Mentoring-Program

United Nations Report

By: Susan O'Malley, IFBPWC UN Representative

Come One and All to NGO CSW Forum Online! (CSW65)

MARCH 14-26 (24 hours a day)

Google NGO CSW/NY website and register to become an Advocate, (it's free.)

There will be over 600 parallel events that you can attend.

Take the Tutorial for Advocates to learn how to maneuver on the platform.

You must sign up for events you want to attend.

Attend NFBPWC's
Parallel
Event: Thursday,
March 18, 10 AM:
Using Impact Story-
Telling Events to Fast Track
Agenda-Equitable Pandemic Recovery

Consultation Day on March 14 will launch CSW65 (available on platform)

There will be Conversation Circles, an Artisan Fair, exhibits, places to gather virtually and lots of women from all over the globe.



If you want to attend the virtual events at the UN, you must register on INDICO (google INDICO) by February 23. Remember your NGO is IFBPW at the UN. Catherine Bosshart, IFBPW VP for UN, must approve your application. There is no limit on the number of delegates she may approve this year.



UN Women's website is an invaluable source of information for CSW65. Side Events organized by Member States will be posted on the website. You must register for these. There are many documents on the Priority Theme: Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls.

Hope to see you at CSW65

Questions? Email me at susanomalley4@gmail.com

Overview of NGO Committee on Migration by Kathleen Ray

By: Kathleen Ray, LaGrange-Chicago BPW, NFBPWC

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

The NGO Committee on Migration is divided into four subcommittees. I belong to the Subcommittee on Xenophobia and Social Inclusion. Other three Subcommittees are: Mixed Migration and Migrants in Vulnerable Situations; Climate-Induced Displacement; Migrant and Refugee Children.

I joined this NGO committee last year as a result of my zoom conversation with our NFBPWC president Megan Shellman-Rickard. She put me in touch with Susan O'Malley, NFBPWC UN Representative, who knew just the right committee for my background, which is: Work experience of 40+ years in International logistics/export compliance and of last three years as volunteer mentor, now co-director, for the Hyde Park Refugee Project in Chicago, a refugee resettlement and assistance organization.

I was delighted to be working with Eva Richter and Nermin Ahmad, both BPWC New York City members. Please see Eva Richter's profile at <https://www.justiceforall.org/blog/in-honor-of-international-day-of-refugee-meet-eva-richter-and-michael-nicholson/> as it relates to the United Nations; and listen to her on a YouTube video on the same page. Nermin's bio is also impressive, but I respect her privacy, and do not see her information in a public place.

Our subcommittee is tasked with originating and carrying out relevant projects.

Project #1 was a survey on the impact of COVID on the migrant population in relation to xenophobia and social inclusion. It is aimed at grassroots refugee resettlement & assistance agencies. Our committee composed and disseminated the survey to a long list of organizations, as well as having it posted to many social media platforms. It can be seen on the NGO Committee website: <https://ngo-migration.org/about/>.

Upon completion, the surveys are submitted and the data received automatically enter the Google data form for information and analysis by academic researchers, who then present their report(s) to United Nations officials.

The UN will have information from grassroots organizations as well as academic institutions to use in setting migration policy.

Our subcommittee meets every month, an hour before the full committee meeting. Many relevant and interesting speakers have made presentations at the full committee meeting on topics such as:

- Global Forum on Migration & Development (GFMD)
- Rohingya Advocacy / Bangladesh-Resettling
- UNITAR - United Nations Institute for Training and Research

This is an excellent opportunity for me to widen my knowledge about the UN, as well as about the international issues of refugee issues.

Digital Training Committee Report

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

Your Digital Training Team, Judy Bell and Marsha Riibner-Cady had a great time being the technology people for the meeting on January 23, "Know your Worth!" We hope you enjoyed the event.

In order to help you and answer your questions about the NFBPWC.ORG website, navigating Zoom, and Google, we have trainings scheduled on the first Wednesday of the month. We are calling it the Wednesday Web Wisdom Training!

Our January meeting was attended by Nancy, Emily, Marjorie, Judy, and Marsha. We had a great time helping one of the ladies with her questions concerning twitter and linked in apps. Thank you for attending our first training session.

On February 3, 2021, at 5pm Eastern, 4 pm Central, 3 pm Mountain and 2 pm Pacific the Digital Training Team will be available on Zoom to assist you. **Our topic in February will focus on Zoom.** Here is the Zoom information: **Meeting ID 973 5734 4293 and Passcode 241625.**

Please join us at any or all these meetings: the meetings will be on February 3, 2021, March 3, 2021, April 7, 2021, May 5, 2021, and June 2, 2021. Other meetings will be posted as we approach those dates.

If you are unable to attend this W-3 Training feel free to contact the Digital Training Team to arrange an alternate time at: digitaltraining@nfbpwc.org.


Thank you and be well!

Judy and Marsha, NFBPWC Digital Training Team

Website Committee Report

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

Link: <https://www.nfbpwc.org/event-4123114>



**UNITED NATIONS
COMMISSION ON THE
STATUS OF WOMEN (CSW)**

**Movie Screening
& Expert Panel**

presented by
NFBPWC
in
partnership
with

**VIRTUAL
NGO CSW
FORUM65**

Parallel Event Title:
**Using impact
storytelling events to
fast track a gender-
equitable pandemic
recovery.**

MARCH 18, 2021

Registration information:
www.NFBPWC.org

PIONEERS IN SKIRTS
a movie about ambition

Social Media Committee Report



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

Engage with NFBPWC on Social Media



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



https://www.youtube.com/channel/UC2l_ciLyvbu1dbBOsV9Tg



<https://twitter.com/nfbpwc>



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



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








LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:

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

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options



Member Only

\$16.00 /month



Member + 1

\$20.00 /month



Member + Family

\$25.00 /month

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

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

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

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2020-2021:

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

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

By: Lynn Brandstater, President, CFBPW California

Our State Board Winter meeting will be held on Friday, February 26. All are welcome to attend. Our annual Public Policy Conference follows on Saturday, February 27. Both are on zoom so contact me if you want the link to participate. On February 6, from 9 to noon, Valley Sunset District will hold its winter meeting and acknowledge Women of Achievement. The District's honoree is Dr. Barbara Ferrer, Director of the Los Angeles County Department of Public Health. All residents of southern California, no matter how they receive news, knows this dedicated professional has guided the area through the pandemic. This is the same time as the National Wellness Fair. If anyone wants to zoom back and forth between the two events, please let me know. Clubs will also recognize women who have made a difference in their communities. We will share their stories after the event, in next month's update. Our Education loan fund program is embarking on a new fundraising effort to keep women moving forward in their educational pursuits. Kudos to the Board members, Juelle-Ann Boyer, Pat Long, Elaine Wakeham, Rosemary Enzer and Sandy Thompson.

NFBPWC Colorado Federation

Executive Committee 2020-2021:

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



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

BPW Colorado - Green News

By: Laurie Dameron, BPW Boulder Member

Biden and Paris Climate Agreement

What a breath of fresh air to see our new President Biden actually doing something! And showing heart, compassion and true caring for each and every one of us in the USA.

On his first day as President, Biden re-signed the Paris Climate Agreement. This agreement was created at the 21st session of the United Nations Conference of the Parties (COP 21), which was held in 2015 in Paris; thus, it is often called the "Paris Agreement." Obama signed it, along with 195 countries, and it became effective as of November, 2016.

Soon after Donald Trump became President in 2017, he withdrew from the agreement, saying, "I care about the citizens in Pittsburg, not the citizens in Paris." This makes no sense, as the agreement is not about the citizens of Paris, but rather all the citizens on our shared home planet Earth. It was called the Paris Agreement merely because it was signed at the Paris climate summit! Trump said he was also concerned with the costs involved, which I won't go into here, but suffice it to say we cannot afford to NOT do everything we can to fight climate change.

On June 1, 2017, as a reaction to the withdrawal, several state governors formed the U.S. Climate Alliance, which now has 24 member states, along with American

Samoa and Puerto Rico (Governor Hickenlooper Colorado joined early on). This bipartisan coalition continues to support the objectives of the Paris Agreement.

What are the objectives of the Paris Agreement? The main goal is to reduce greenhouse gas emissions. The agreement says that globally we need to stay under 2 degrees Celsius (3.6 degrees Fahrenheit) to avoid catastrophic events. Since the agreement was signed, our global temperature has gone up 1 degree C.

So how do we do this? The Paris Agreement asks each country to create a plan (called nationally determined contributions, or NDCs) outlining goals based on its economic abilities. Each country is asked to keep track of emissions and report regularly to the United Nations. I was surprised to learn there are no actual requirements; instead, each country comes up with its own plan. You can learn about what some countries' plans are on the [World101 webpage on "The Paris Agreement."](#)

I look forward to learning about "our" plan as our new President moves forward. However, as I have been posting on social media for some time now, we can't wait for the Biden administration, we can't wait for the Paris Agreement, we can't wait for someone else to figure out how to save humanity – we ALL must take action EVERY day!

I was on a great Zoom call last night with the Colorado 350.org, and one subject we talked about was divesting from fossil fuels. I was shocked to learn that my City of Boulder is invested with JPMorgan Chase Bank, which is the #1 funder for fossil fuels. Let's write to the Boulder City Council about that!

Individually, you may want to look a bit deeper into your own banking practices and IRA. Just as shopping locally is better for the planet, so is banking locally better for the local economy. And investing in renewable energies is a powerful and positive step.

Striving for zero waste is one of the easiest and quickest ways to fight climate change and something we can all do. Ask me how! A couple of months ago, I wrote the "Green News" on reducing emissions by not idling in your car. I also designate several days each week as "no-drive days," and often get great exercise by walking to the grocery and other errands.

With this new transition to a new administration—and seeing and hearing the encouraging words of a man who obviously has love in his heart and an actual plan

for reuniting us in this country—I am filled with hope and faith!

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

VI. WEAK RESPONSES

54. It is remarkable how weak international political responses have been. The failure of global summits on the environment make it plain that our politics are subject to technology and finance. There are too many special interests, and economic interests easily end up trumping the common good and manipulating information so that their own plans will not be affected. The Aparecida Document urges that "the interests of economic groups which irrationally demolish sources of life should not prevail in dealing with natural resources".^[32] The alliance between the economy and technology ends up sidelining anything unrelated to its immediate interests. Consequently the most one can expect is superficial rhetoric, sporadic acts of philanthropy and perfunctory expressions of concern for the environment, whereas any genuine attempt by groups within society to introduce change is viewed as a nuisance based on romantic illusions or an obstacle to be circumvented.

[Read the entire Encyclical Letter.](#)

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

YOU ARE A PART OF THE SOLUTION!!!

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

write to WindchimeL@aoL.com Or visit www.LaurieDameron.com

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

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

NFBPWC South Florida

Executive Committee 2019-2021:

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

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

NFBPWC La Grange-Chicago

Executive Committee 2020-2021:

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

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

NFBPWC Michigan

Executive Committee 2020-2021:

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

NFBPWC New York City

Executive Committee:

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

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

NFBPWC North Carolina

Executive Committee 2018-2020:

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

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



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

We held our Annual Meeting on January 21, 2021 at 8pm. Our leadership team will continue for another year as listed above. The members present are looking forward to attending the meetings held by our NFBPWC sisters in MI, CA, Chatham County, and the Virtual Club. Is your club having a meeting that we can also attend? Please let us know at nfbpwcnc@gmail.com or <https://www.nfbpwc.org/North-Carolina>

NFBPWC-NC invites you to our February 18, 2021 meeting at 8pm Eastern. We are pleased to welcome our very own Varnell Kinnin, past BPW/NC president, who will be sharing a Black History Month program with us. Contact us if you are interested in attending our meeting.

Reminder, NFBPWC-NC dues are due by February 1, 2021. Please contact Marsha at nfbpwcnc@gmail.com for details.

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

NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

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

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

We are off to a positive start for 2021! We held our PA Affiliate Chapter of NFBPWC Meeting on Sunday, January 10 via Zoom. Dr. Trish McKnight shared the Mentoring Program. We were thrilled to have her with us and explain how this mentoring program would work. We held a question and discussion period with her. She encouraged us to take part for this first trial session. Deadline is February 15.

We also reported our success on Face Book. Ginny Bailey is doing a great job posting some outstanding women historical information and some current news especially about the ERA coming to both floors of Congress on January 21, 2021. Crossing one set of fingers. Keep “liking” us. NFBPWC-Pennsylvania. Speaking of face book....

Love is in the air and Emily Holgash came up with a creative idea of posting an adult Valentine coloring page on face book. Our followers would download and color. Then find someone to give to and take a selfie with your Valentine. Post to the NFBPWC -Pennsylvania page. Something to do while making someone smile and feel loved. We cannot ask more than that, can we? Last day to post is February 15.

Lilly Gioia, our legislation writer, had the opportunity to attend the United Nations Commission on the Status of Women on December 10, 2020. She wrote an outstanding piece sharing all that she heard while viewing on Zoom. (This article is in the E News.) It is a must read.

We have received the news of the latest work on the Convention to Eliminate Discrimination against Women (CEDAW) in Pittsburgh and Allegheny County from member Mary Shaw. Even with the pandemic, they are

moving forward. They have a U Tube video that is only 2 minutes long, but it is informative. Please take a moment to view. www.pgh4cedaw.org/alleggheny

Emily Holgash and Nancy Werner attended the Digital Training Class on January 6. Nancy placed Instagram and Twitter on her new cell phone. Emily has a little more tech knowledge than Nancy but joined in the conversation with our Digital Team Marsha Riibner-Cady and Judy Bell. We have placed on our monthly calendars the first Wednesdays of every month at 5 p.m.

On Saturday, January 23, President Nancy and Emily Holgash attended the webinar “Know Your Worth: A Workbook for Empowering Women in the Workplace.” Ruth Ulmoh, Editor in Chief of the Filament gave a complete view of how the pandemic has affected women in the workplace. She shared how “she-cession” has occurred as women left the workplace to provide for the home schooling of the children.

Another item to share is STEM in Pennsylvania. Emily Holgash has shared that she is part of an Industry Partnership group and a subgroup has been formed to encourage STEM (Science, Technology, Engineering and Math) activities. The Free Innovation Professional Development and Support is offering monthly virtual professional development workshops for K-12 educators interested in integrating intellectual property, invention, and innovation content into STEM/STEAM classrooms. They will explore different types of IP protection including patents, trademarks, copyright, and trade secrets. Sessions will be held the last Tuesday of each month from 6:00 p.m.-7:30 p.m. ET Email education@uspto.gov Upcoming date will be February 23, 2021.

Also, the USPTO will also host virtual “Office Hours” for K-12 educators and learners to provide an informal opportunity to ask intellectual property related questions and allow deeper exploration of ideas to integrate intellectual property and invention education concepts into various subjects. Last Wednesday of the month. Upcoming date is February 24 from 3:00 p.m. to 4:00 p.m. ET.

Stories of Women in STEM in the Smithsonian has a free e-book that features biographies of trailblazing women who made history through their scientific discoveries and innovation. From aerospace engineer and mathematician Mary Golda to hair care entrepreneur Madam C.J. Walker, we can learn how women have defied gender stereotypes and overcame structural barriers to advance the science, technology, engineering, and math industry.

We also learn that there are Five Federal Institutions with Free Materials that many organizations across the federal government and their partners have www.freeeducationresources available to use, including the Smithsonian’s Zoo. Make sure to visit this source.

We have a meeting planned for Sunday, March 7, 2021 via Zoom. We are all being patient as to the status of receiving the COVID-19 vaccine. Pennsylvania is working with in our 67 counties, so every county has a different break down on who is in the lineup. We decided that Zoom is our best alternative to meeting until we are ALL vaccinated and feel safe. Having our National President Megan Shellman and Dr. Trish Knight join us for our November and January meetings, we learned about our connection to the National Level and the Mentorship Program.

We are Zooming right along. Happy Valentine’s Day!!

Pennsylvania Advocacy Report

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

EQUAL RIGHTS AMENDMENT LEGISLATION INTRODUCED IN NEW 117TH CONGRESS:

Now with new leadership in the Senate and House, Senators Ben Cardin (D/MD) and Lisa Murkowski (R/Alaska) in a 1/21/21 announcement promoted the first bi-partisan legislation they will introduce as a joint

resolution to remove the deadline for ratification of the Equal Rights Amendment. “As we begin a new Congress, I can think of no better legislation to lead with than one that removes impediments to final ratification of the Equal Rights Amendment – an amendment that firmly embeds in law equality between men and women,” Senator Murkowski said. Rep. Jackie Speier (D/CA) and Rep. Tom Reed (R/NY) introduced their bi-partisan companion legislation, H.J.Res. 17, in the House with 195 co-sponsors. With the support of President Biden and Vice President Harris, the ERA will be “front and center” on the agenda for women, Rep. Carolyn Maloney (D/NY) said. “With this team in the White House I’m hopeful that we can finally complete the work our foremothers began a century ago.” By acting immediately to retract a Trump administration legal memo blocking the National Archivist from completing the amendment process, “they will allow the Archivist to certify the final state ratifications and officially reprint the Constitution with the ERA as the 28th Amendment,” Maloney added. Carol Jenkins, president and CEO of the ERA Coalition said, “This is a historic and monumental step forward for all 94 percent of Americans who agree that women should have equal rights in our Constitution. In a time of deep division, here is something we all agree on: there can be no limit on equality.” President Biden’s agenda explicitly identifies ERA ratification as crucial to advance all other women’s policy efforts. While serving in Congress Biden co-sponsored the Equal Rights Amendment 9 times. Candidate Biden stressed that women hold only 32% of the wealth men have accumulated. When women start a business they have less access to capital and have to dip into their personal finances. Only 56% of women ages 18-34 are able to save, compared to 70% of men. Women hold two-thirds of the nation’s student debt exacerbating the gender wealth gap. This is especially detrimental for the over four in ten mothers who are sole or primary breadwinners for their families, President Biden stressed.

RECORD NUMBER OF WOMEN SERVE IN BIDEN CABINET:

President Joe Biden will have at least 10 women serving in his Cabinet according to a running tally by the Center for American Women in Politics at Rutgers University (CAWP). The bulk of these positions will be contingent on Senate confirmation. Beginning with Vice President Kamala Harris, former Federal Reserve Chair Janet Yellin is confirmed as Treasury Secretary, Jennifer Granholm nominated for Energy Secretary, Deb Haaland nominated for Interior Secretary, Marcia Fudge nominated as Housing and Urban Development Secretary, Neera Tanden nominated as Office of Management & Budget Director, Cecilia Rouse nominated as Council of Economic Advisors Chair, and Katherine Tai nominated as U.S. Trade Representative. President Biden wants Isabel Guzman to head the Small Business Administration. Avril Haines was confirmed as the first female Director of National Intelligence and Anne Neuberger was tapped to be Cyber Security Chief at the White House. Linda Thomas-Greenfield is nominated as United Nations Ambassador. When Rhode Island Governor Gina Raimondo was nominated for Commerce Secretary, she said, “I will harness...American ingenuity to create good-paying union jobs and build our economy back better than ever before.” On 1/20/21 Dr. Rochelle Walensky, an infectious-diseases specialist at Harvard Medical School and Massachusetts General Hospital took the helm at the Centers for Disease Control & Prevention at a time when the virus’s U.S. death toll has eclipsed 400,000 and continues to accelerate.

Kelly Dittmar, CAWP Research Director said, “To see that at the start of this administration is a point of progress and something we want to normalize so that we can make it the expectation for future Cabinets.” No American President has ever had an equal number of women and men in a Cabinet. Data shows that increasing women’s representation helps economies and improves efforts toward conflict prevention and resolution. “This team will help us emerge from the most inequitable economic and jobs crisis in modern history by building an economy where every American is in on the deal,” President Biden said in a statement. “They share my belief that the middle class built this country and that unions built the middle class.”

FIERCE OPPOSITION TO H.B.38 & GERRYMANDERING PENNSYLVANIA COURTS:

On 1/13/21 H.B.38 passed out of Judiciary Committee 13-12 on a party-line vote. H.B.38 authorizes a Constitutional Amendment designed to dramatically change how Pennsylvania’s judges are elected. It mandates gerrymandered “Judicial District” voting, undermining the independence of the courts required by

the separation of powers and gives General Assembly elected officials far too much influence over the courts. "Critics warn of a dangerous politicized court," according an NPR report by Katie Meyer. The Pennsylvania Council of Churches Ministry of Public Witness stated on 1/16/21 that, "This amendment would disenfranchise nine million voters and give legislators unchecked power over who is elected to the courts, further politicizing the judicial branch that is supposed to act as an impartial system of checks and balances." Concerned BPW/PA members may want to contact your state Representative and Senator to ask why the Pennsylvania League of Women Voters, the Pennsylvania Bar Association, labor groups, the Pennsylvania Council of Churches, the Committee of Seventy, Pennsylvanians for Modern Courts, The Pennsylvania Budget & Policy Center, Ceasefire Pennsylvania [a gun violence prevention group], Fair Districts PA, the PA Women's Law Project, and the Brennan Center for Justice, among other good government and environmental organizations ALL OPPOSE HB38. The Pennsylvania Bar Association is on record stating that "judges should not have constituencies! They should only have litigants before them that expect them to apply the law without bias or other considerations." The Bar Association further condemns any "public perception of political pressure and influence in determining judicial districts and in deciding cases." They expressed concerns about an "erosion of confidence in our appellate judiciary." Governor Tom Wolf criticized HB.38 stating the proposed amendment is another effort to prevent "the will of the people from being heard by stopping all Pennsylvanians from having a voice in selecting judges for the highest courts in the state."

Republican Majority Leader Kerry Benninghoff, charged with setting a floor vote on HB.38, can be reached in Harrisburg at: **717-783-1918**. Republican House Speaker Bryan Cutler can be reached at: **717-284-1965**. Good government groups fear that in the 2021 legislative session, the Commonwealth could end up with a high court system that is one of the most partisan in the country. This Constitutional amendment, would fundamentally reshape the state's three appellate courts—electing judges by REGION instead of statewide. Deborah Gross, who heads the non-partisan group Pennsylvanians for Modern Courts, believes the proposed amendment would make the court system far too similar to the legislature. If a judge "issued a decision that in some fashion could hurt a District in which they were elected, that would be a concern for them," Gross said. In July 2020 HB.38 was jammed through by **ONE vote in each chamber in less than an hour with NO expert testimony and NO public hearings**. Before becoming part of the Commonwealth's Constitution, HB.38 has to pass the legislature one more time, then go before voters for a statewide 2021 referendum. Lacking any legislative road blocks, the amendment could get on to the May 2021 Primary ballot. It will need to pass both chambers by February 18, 2021.

PANDEMIC "SHE-CESSION"

A 1/11/21 Economic Policy Institute December 2020 jobs report reveals "a shocking gender gap where women accounted for ALL the job losses, losing 156,000 jobs while men gained 16,000." Women ended 2020 with 5.4 million fewer jobs than they had in February before the pandemic began. Meanwhile men lost 4.5 million jobs over that same period of time. National Women's Law Center (NWLC) Research Director Jasmine Tucker in a 1/2/21 report, acknowledged that the needs of working mothers are not being met. "It's really, really bad," Tucker said, referring to a wage gap that "has robbed women of the ability to weather this crisis." We've seen women bear the brunt of the job losses and they didn't have the savings," Trucker maintained. "I think the typical woman loses \$10,000 to the wage gap every year, so she has \$10,000 less in savings in her pocket that she could have had to bear this out." The coronavirus pandemic devastated the American workforce participation rate, particularly for women, creating a worry among experts that decades of wage parity progress were wiped out in less than a year. NWLC research found in November 2020 nearly two in five unemployed women had been out of the workforce for at least six months. Nicole Bateman, Research Analyst at the Brookings Institution, said "We need to think about what we want for these people in a post-covid era, and the paid sick leave, paid family leave. Those are the sorts of policies that we need to consider making long-term." She asserted that disparities existed long before covid hit, and it's just ratcheted them up. Bateman recommended developing policies that incentivize employers to provide their workers (who are parents) with predictable work schedules. On child care "one solution is to provide additional subsidies for

lower income and even middle-income families so that they can afford that high quality child care.” Both Bateman and Tucker, according to a Yahoo Finance report, recommended addressing child care as one of the first steps to mitigating the larger issue of the gender wage gap. Our child care and our school system, even before the pandemic, were not meeting the needs of working mothers. Particularly the school system wasn’t created to facilitate the participation of women in the labor market. It was designed for the standard two-parent household with a single working parent. In January 2020 women’s workforce participation rate stood at 57.9%. It sunk to 54.7% in April 2020 at the then height of the pandemic.

“SHE-CESSION” & THE CHILD CARE CRISIS:

Mothers have borne the brunt of child care during the pandemic. They have reduced work hours or left the workforce altogether—in some cases—not by choice—to help their children with remote school learning or to address the logistics of sporadic day-care closures. Roughly 13.6 million single parents in the U.S. are collectively raising over 21 million children (28% of all children in the U.S.). They have fewer options in a child care system that was already a hodge podge of private and public care. Experts warn that the funds already passed by Congress won’t be enough for long-term relief for working parents. The \$1.9 trillion relief plan proposed by President Joe Biden is a high priority for the new Democratic-controlled Congress bringing help to single parents faced with higher rates of poverty than two-parent households. According to Pew Research Center, solo parents, mothers are almost twice as likely as fathers to be living below the poverty line (30% vs. 17%) and women of color took some of the biggest hits in pandemic-induced job losses. Despite these realities, unmarried parents spent more than twice as much on child care compared to married parents as a proportion of their annual income. During the pandemic women in academia have reduced their research productivity, published less after the pandemic hit and family care needs fell disproportionately on them. Advocates have called for Congress to invest at least \$50 billion to help child care providers stay open amid escalating operating costs. The latest stimulus package includes \$10 billion for child care, which experts say will be quickly depleted.

Single parents are often the sole breadwinners of a family. Many need rent relief and extending moratoriums on evictions with so many families facing housing insecurity. Research shows that for every dollar spent on reducing childhood poverty, the country would save at least \$7. From a cost-benefit analysis, helping low-income families is a productive investment, according to a report by Barbara Rodriguez in The 19th.

NEW WHITE HOUSE GENDER EQUALITY COUNCIL ESTABLISHED:

The Obama/Biden administration created the White House Council on Women & Girls to make sure the federal government was doing its best to tackle issues like Equal Pay, Paid Family Leave and poverty in an effective manner. The Trump administration then promptly disbanded it and put nothing in its place. President Biden now is creating a White House Council on Gender Equality, chaired by senior members of the Executive Office of the President. They are tasked solely with guiding and coordinating government policy that impacts women and girls, such as economic policy, health care, racial justice, gender-based violence and foreign policy.

Friends of the ERA Coalition, Jennifer Klein and Ambassador Juliana Reynoso co-chair the Gender Equality Council, with a view toward uplifting the rights of girls and women in the United States and around the world.

NEW LEADERSHIP AT THE UNITED STATES LABOR DEPARTMENT:

According to a White House statement, should Boston Mayor Marty Walsh be confirmed by the United States Senate as Secretary of Labor, he will “be in a position to bolster labor, wage and workplace protections for women workers, particularly minimum wage workers who were hardest hit by job loss in 2020.” In Boston, Mayor Walsh led an Equal-Pay-for-Women Program that included implementing free salary negotiation training for working women which can potentially be built to scale nationally. Also, by Executive Order President Biden put a halt to the reclassification of federal workers into a new “Schedule F” designed to gut

federal employee unions and strip federal workers of their civil service protections, according to a 1/22/21 Government Executive report. Outgoing Labor Secretary Eugene Scalia had moved quickly to implement President Trump's 10/21/20 Order turning civil service back to a patronage spoils system that rewarded politically loyal employees while more easily removing those deemed not loyal enough to the president. A federal employee union sued to block implementation of Schedule F, arguing that President Trump did not meet the legal bar to justify the actions laid out in his Directive.

In a flurry of actions on his way out the door, Scalia also finalized a sweeping new regulation that allows federal contractors to discriminate against racial and religious minorities, women and especially LGBTQ people in the name of protecting "religious liberty." The new rule reframes "religious freedom" as a near limitless license to discriminate, according to a 12/7/20 Slate report. Secretary Scalia, formerly a corporate attorney who specialized in crushing employee rights, has spent his tenure dismantling federal regulations that safeguard workers' rights, health

and safety according to Slate's Mark Joseph Stern. His agenda has been "especially catastrophic during the pandemic; under his guidance the agency refused to protect workers from covid-19, permitting fatal outbreaks through his own shocking negligence." A 1/6/21 Accounting Today report covers Labor Dept. finalization of a rule defining the terms "employee" vs. "independent contractor" status. Whether a worker should be considered an "employee" or an "independent contractor" is likely to have an impact on labor relations, pay scales and worker benefits.

It also has an impact on the taxes workers will pay and whether taxes need to be withheld from paychecks or simply reported on a Form 1099 and sent to them before January 31 annually. To save money on salaries and benefits in recent years with the growth of the gig economy, a trend has accelerated labeling many more workers as "private contractors." The new Trump rule was strongly favored by the National Association of Manufacturers and the U.S. Chamber of Commerce. It was just as strongly opposed by the AFL/CIO, the Teamsters and the National Employment Law Project (NELP). The adopted Labor Department rule now interprets federal wage and hour laws in a way that makes it easier for corporations to cheat their workers and avoid minimum wage and overtime protections, according to NELP objections. "The Labor Department's anti-worker rule would dramatically and improperly narrow worker protections under the Fair Labor Standards Act, giving employers and corporations far more leeway in classifying workers as independent contractors," Rebecca Dixon, NELP's Executive Director said. "This would allow them to pay sub-minimum wages, hire child labor and avoid overtime pay. This is yet another example of the Trump administration's relentless push to stack the deck against workers at every turn." The NELP maintained that the new rule will negatively impact public coffers and businesses that will not be able to compete unless they, too, call their workers "independent contractors." One last Labor Department rule will affect the wages of tipped workers, giving employers new authority to curtail pay when calculating workhours and assigned duties. President Biden has already issued an Executive Order leading to a \$15 an hour minimum wage for workers employed by federal contractors. How long it will take to reverse the negative impact of Trump-era labor rules, if possible, is unclear, but an immediate priority will be actions to protect worker safety during the pandemic. The Occupational Safety & Health agency faces a substantial backlog of serious complaints left largely unaddressed by former Secretary Scalia.

2020 CENSUS STATISTICS DELAYED:

2020 Census chief Steven Dillingham, according to a 1/19/21 NPR report, left the Census Bureau 11 months before his term ends. He left after whistleblower complaints about his role in attempting to rush out an incomplete data report about counting non-citizens. Dillingham's departure clears the entire slate of Trump appointees at the federal government's largest statistical agency. Census results will be released March 6, 2021 at the earliest. Dillingham leaves after a federal judge ordered that the Trump administration officially refrain from trying to exclude unauthorized immigrants from the 2020 Census results. This halted what would have been an unprecedented change to numbers that, according to the Constitution, must include the "whole

number of persons in each state.” Census results are the basis for redistricting Congressional representation and disbursing billions in federal funding to states based on the “whole number of PERSONS in each state.”

PENNSYLVANIA TAXPAYERS FOOT THE BILL:

Spotlight PA’s The Investigator 1/7/21 reported on a Harrisburg Republican Senatorial Committee Gettysburg hotel shindig. There Trump attorney Rudy Giuliani addressed legislators regarding unsubstantiated 2020 election fraud claims, dismissed by courts across the nation for lack of evidence. This was billed as a “hearing” where most attendees were maskless and Senator Doug Mastriano tested positive for covid-19 within 24 hours. According to reports, taxpayers were billed \$3,000 to cover the costs of the Senate “Hearing” that included an \$1,188 buffet.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

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

Executive Committee:

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

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

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

We will be announcing our 2021 programming soon.



- 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 March eNewsletter is Sunday, February 21st 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](#)

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).