



JANUARY 2021 ISSUE

# **NFBPWC** **Newsletter**



UNITING AND ADVOCATING FOR WOMEN

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**Submission Deadline for the February eNewsletter is  
Monday, January 25<sup>th</sup> at 5:00 pm Mountain Time**

## Upcoming Events

### Friday, January 1, 2021

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

### Friday, January 1, 2021

NFBPWC FAC National Happy Hour  
Register: <https://www.nfbpwc.org/event-4100962>

### Wednesday, January 6, 2021

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

### Tuesday, January 12, 2021

NFBPWC Board of Director's Meeting (Zoom)  
5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM  
Central | 8:00 PM Eastern  
Register: <https://www.nfbpwc.org/event-4068296>

### Due Monday, January 18, 2021

Member Listing to NFBPWC Treasurer (See  
[Treasurer's Report](#))

### Saturday, January 23, 2021

NFBPWC and BPW California's Bay Capital  
District – Zoom Session  
*"Know Your Worth: A Workbook for Empowering  
Women in the Workplace"*  
10:00 AM Pacific | 11:00 AM Mountain | 12:00  
PM Central | 1:00 PM Eastern  
(See more [Register for Know Your Worth](#))

### Saturday, February 6, 2021

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

## 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, NYC

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, Michigan

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

fundraising@nfbpwc.org

outreach@nfbpwc.org

newsletter@nfbpwc.org

nominations@nfbpwc.org

rapidresponse@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

## President's Message



By: Megan Shellman-Rickard

2021, we need to be inspired!

As we celebrate the new year, let us find the motivation to have a positive impact, to support one another and collaborate as members. We need the strength to recover from 2020 as we continue to grow, connect, and thrive. Let us continue to forge friendships across the miles and to light the paths of success for each other. The year of 2020 served a regenerative purpose for NFBPWC. We are ready to transform into a phenomenal organization that progresses beyond what our foremothers could have envisioned over 100 years ago.

NFBPWC has spent some challenging years rebuilding a strong foundation for future generations. The amazing work that the past four national presidents put into this effort are recognized and respected. Thank you to Bessie Hironimus, Dr. Trish Knight, Liz Benham, and Sandy Thompson for your leadership. There is no doubt that your commitment, combined with the history and heritage of NFBPWC, will continue support and inspire us in our upcoming endeavors. We appreciate and celebrate you!

As we strive to live our mission forward and *develop the professional, business, and leadership potential of women at all levels*; we should remember that the empowerment of women is often regarded as a *kind gesture*. The action of achieving it requires the acknowledgement that behind every successful woman is an alliance of other women (and men) full of encouragement and support. Not only does this world need more “#HeForShe” ([www.heforshe.org/en](http://www.heforshe.org/en)), but it also needs more “#SheForShe,” women supporting other women. We can do this in everyday ways, like being the friend who alerts another about her spinach speckled teeth or a tag peeking out of the back of her shirt. We can encourage women in larger ways by recommending her business or recognizing her commitment to a project. As professionals, business owners, and leaders in our communities we can take it even one step further. Participating in actions and programs that advance women's economic empowerment can further the prospect of gender equity. Simply stated, we should venture to inspire and promote one another as much as possible!

As the President of NFBPWC, I navigated the end of 2020 with the support and encouragement of many members. Your phone calls, cards, emails, texts, voice mails, and social media messages are a huge part of what inspires me to confidently serve this organization. The grace freely given when one of my children bursts into my office with tears that need a quick hug is appreciated. The patience for my dog when his yippy barks are politely ignored during a virtual meeting or phone call is welcomed. I thank you for allowing me to learn from my mistakes, knowing that we are all on a path of lifelong discovery. The recognition that each of us is human and striving to do our best is what strengthens our camaraderie as members.

My wish for all of us in 2021 is that we are inspired to be compassionate, as well as passionate, and to be able to meet this moment with the motivation to support and encourage all members.

It is an honor to serve as our NFBPWC President as we navigate 2021 together. I look forward to leading us as we 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

A reminder to every member, 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.

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

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



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

Dear NFBPWC Sisters,

As we look forward to 2021, a year which will undoubtedly be driven by change, innovation, strategy and problem-solving, I am reminded of how lucky we are to be members of an organization committed to shaping the future of business through innovative strategies, networking and camaraderie. NFBPWC provides us all with the opportunity to grow our professional networks, lean on one another as we are forced to pivot during times of disruption and uncertainty, and advocate for the rights of women in business.

Our organization is only as strong as the members who support us. In order for us to move forward in this transformational decade as the leading organization for business and professional women, we must all embrace our responsibility to help grow our organization. If we each bring just one new member into NFBPWC, we will double our membership base – we double our strength and impact. Each month we will recognize the members who bring a new dues-paying member into our NFBPWC family. Please invite family members, co-workers and business associates to join our organization, sharing the benefit and sisterhood with them. Remember, together, we are stronger.

While it has been a very challenging year for all of us – and a difficult few months for me personally, I look at 2021 with great enthusiasm, knowing that we will rise above the challenges and be the change-makers who will re-shape how we think about business, collaboration and problem solving.

If I can be of help to any of you, please do not hesitate to contact me at [vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.org).



H A P P Y N E W Y E A R

**A YEAR OF MEMBERSHIP, SISTERHOOD AND CAMARADERIE.**



## Member Spotlight



Meet NFBPWC/North Carolina member, **Jessica Bryan!**

### HER NEWS!

I just released my 35th book on Amazon! *Calamity Central* can be ordered [online at Amazon](#). It is a humorous look at life's little ups and downs. Those of you who have ever experienced family life, chaos, embarrassing moments, upsets, getting a new puppy, dealing with teenagers, balancing work and play, and dealing with life's dramas (that's pretty much everyone!) will relate to many of the stories I share. This is the kind of book that we all need when we take things too seriously. Take a break and enjoy. Each chapter is a story or stories that will make you smile and nod your head if not laugh out loud.

I am also about to step into the role of President of our local Association of REALTORS for 2021. It is my second time holding that office. The first was twenty years ago. A lot has changed since then and I look forward to encouraging all of our members to embrace the rapidly changing industry through education, service and professionalism. As someone who has been involved in residential real estate for over 37 years, as well as holding many positions in leadership, I have lots of experience and dedication to the profession.

### Q: How can we celebrate with you?

I began writing in a variety of genres spanning fiction and non-fiction, from self-help to humor, from action-adventure to supernatural, from mystery to memoirs, and from children's books to adults, as a way to take a break from my professional life as a REALTOR. [Click here](#) to check out all of my books on Amazon!

### Q: How can BPW and its members help you on your career path?

Please support Jessica's Vacation Fund! Buy my books and/or buy a house. Okay, in all seriousness... I am happy to help however I can and love working with referrals. So, if you know anyone looking to buy or sell anywhere in the United States, I have an extensive referral network and remain actively involved both vetting a local real estate agent, advising, and connecting to ensure that the buying or selling experience is a positive one for you, your family and friends.

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

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

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

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

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

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



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

### **Et lux in tenebris lucet...**

Happy New Year NFBPWC family and friends! We've made it to 2021!

As an homage to the New Year and the metaphorical turning of the page of a rather daunting 2020, I have opted to put a bit of a different spin on report this month. I will resume with the more traditional format and the spotlight on the impact of voting rights advocates next month.

For now, I would just like us all to take a moment to appreciate ourselves and each other and take pride and comfort in the fact that we have made it to this point, whatever that may look like for each of us. Now, don't get me wrong, I know we still have some challenges and heavy lifting in front of us as individuals, as communities, as an organization, as a nation and as part of the global existence, but, at least for me, it seems easier now than it has these past several months, to begin to see (and feel) the light.

Et lux in tenebris lucet....Latin for "and light shines in the darkness." I happened upon this phrase recently and felt it so fitting for these times and so reflective of President Megan's overarching theme for us to "light the path forward." Each of us has a bit of light that we can shine and when each of our stars are shining, what a marvelous vision that will be. Let us each recognize the light within ourselves and each other and focus a bit of that brilliance on continuing to carry forth the mission and purpose of this organization we love so much. Shine on friends!

With much love and light.



### **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

January – that wonderful month where people reflect, resolve, wipe the slate clean – and if you’re an old-school gal like me, think “white sale!”

I am a lover of the Pinterest!

Found these two pins not long ago.

As I reflect on 2020 and prepare for 2021, they challenge and cajole me as I reflect on 2020 and prepare for 2021.

And finally – the White Sale:

A wha??? A WHITE SALE???



(TAKEN FROM THEKINDERGARTENSMORGASBOARD.COM)

A  
month  
from  
now...

You can either have a  
month of progress

Or

A month of excuses  
why you didn't  
averstu.com

Yep. First white sale was back in 1878 at Wanamaker's in Pennsylvania. John Wanamaker helped to create the concept of department stores and he was a very skilled in marketing. His introduction of timed marketing led to traditions that held on for over 100 years, including January White Sales. The term “white sale” came about because at the time (near the turn of the 19th

to 20th century), linens were only made in varying shades of white...thus “white sale.”

Happy January everyone! Welcome to 2021! May you find joy, peace and happiness!

Best Wishes! Barbara Bozeman – Your NFBPWC Secretary

## Treasurer's Report



By: Deborah Fischer  
Treasurer, NFBPWC 2020-2022

Hello Ladies,

I hope you are staying healthy and enjoying the holidays! These are indeed challenging times, but I hope you are taking advantage of the Zoom events and the ease of meeting and sharing with women all over the country.

As the NFBPWC treasurer, I would like to inform you of the following:

- 1) NFBPWC has public charity status under 509(a)(2), exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Contact me at [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org) if you would like to use the NFBPWC Employer Identification Number for your fundraising efforts.
- 2) The end of the year is upon us and it is time to report membership for the 2020 year. In accordance with the Bylaws, State Federations, Affiliate Chapter/Clubs and Affiliate Members shall submit to the National Federation Treasurer the corresponding renewal dues for the National Federation. This requires a report from each of the above, that lists the members, and their contact information as of 12/31/2020. These reports need to be emailed to [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org) by Monday, January 18, 2021.
- 3) Upon receipt of the membership list, an invoice will be sent. Payment of this invoice will be due Sunday, February 28, 2021.

Thanks to all our members for being advocates of women everywhere, including yourselves. Each and everyone should be proud of yourselves for being the woman you are!

Happy Holidays!

## Immediate Past President's Letter



By: Sandy Thompson, Immediate Past President, NFBPWC 2020-2022

I hope that you all had a wonderful holiday season with your family and friends either in person or via Zoom. I wish you all a wonderful, happy, healthy, and safe 2021.

My plans for this next quarter are to review the Model Club bylaws. I recently became aware of at least one issue with them, so will look them over again to see if we need to make any other changes. I will also be working on writing Policy and Procedures for the Federation. All really fun stuff, but helpful to make our organization run smoothly.

Some quotes to bring in the new year -

"The new year stands before us, like a chapter in a book, waiting to be written." — Melody Beatty, [\*The Language of Letting Go\*](#)

"Here's a thought from [Elizabeth Gilbert](#): This year, 'Embrace the glorious mess that you are.'"

"May the best day of your past be the worst day of your future." — Irish Blessing

Happy 2021!

## NFBPWC Young BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

Meet Tiara Bonet! Located in New York City, Tiara is a member of the New York City NFBPWC chapter.



Tiara Bonet is an attorney at CAMBA Legal Services, which is a Brooklyn based legal service provider. She works in their housing unit representing tenants.

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

I became a lawyer because I wanted to work on telecommunication policy. I first became interested in this while in undergrad due to a course called Internet and Society. During my final year of law school, I was a part of my school's Disability Right Law Clinic. I realized then that I enjoyed direct legal services more and had a desire to help people.

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

I found BPW through a class in undergrad. The president of NFBPWC-NYC (then EPW-NYC) was looking for an intern and the class required practical experience. My most memorable experience is helping build the new website.



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

Networking and continued education are important parts of a legal career. I hope to meet other women that I can learn from.

You can read more from Tiara's interview and learn more about 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, BPW New York Member  
Chair, NFBPWC Environment and Sustainable Development Committee

### Happy New Year from the Environment & Sustainable Development (ESD) Committee

Happy New Year! I'd like to start out the New Year by introducing the members of the ESD Committee to you all.

[Charli Matthews](#) is an entrepreneur and a digital media/branding expert based in Tuscaloosa, AL. She has been an active advocate for connecting and empowering women in the water industry, leveraging her experience and network in the water pumps and equipment industry. In addition to running her own media agency, she hosts the Empowering Industry Podcast: <https://empoweringpumps.com/podcast/>

[Daneene Monroe Rusnak](#) is a Registered Nurse and a life/supplemental health insurance expert based in Cleveland, OH. As the VP of Advocacy for NFBPWC, she serves as the bridge to other related organizations/initiatives and brings valuable health-related perspectives, while promoting the "little" things we can do in our daily lives to help make a positive impact on our environment.

[Hyon Rah](#) is a Washington DC-based sustainability and resilience planner active in real estate, renewable energy, and hotel/resort development sectors. In addition to her consulting practice, she teaches courses on sustainability and climate resilience that she developed at two DC-area universities. More on her here: <https://rah.solutions/>

[Laurie Dameron](#) is a musician and an activist who promotes zero waste and conservation through a multimedia environmental presentation, Space Earth: What Can I Do? She was the Founding Chair of NFBPWC's Environmental Committee (now the ESD Committee) and currently serves as Chair of BPW-Colorado's Environment & Sustainable Development Committee. More on her here: <https://lauriedameron.com/>

[Marikay Shellman](#) owns and manages a 40-acre organic ranch on which she raises beef cattle, grows apples, and keeps bees in Durango, CO. As a member of Xerces Society, she promotes the preservation of pollinators and developing carbon sequestration solutions through healthy soils. Her ranch is within La Plata Open Space's conservation easements (meaning it cannot be developed in perpetuity) and contains seven ponds dedicated to Colorado Parks & Wildlife as wetlands. Marikay is also an accomplished artist and a children's book author. More on her here: <https://www.magpieacresstudio.com/>

[Sue Oser](#) is a TESOL (Teacher of English to Speakers of Other Languages)-certified teacher and an editor who pioneered teaching online long before it became the new normal. As a native of the Detroit Metro Area, she has had close encounters with environmental challenges and their impact on people's livelihoods.

I leave you with another piece of pollinator advice from Marikay Shellman, and a quote from Jane Goodall: "Each one of us makes a difference. We cannot live through a single day without making an impact on the world around us – and we have a choice as to what sort of difference we make."



**Bring Back the Pollinators** by Marikay Shellman  
Over 35% of global food production depends on pollinators. Over 40% of plant pollinators face extinction, including the Monarch Butterfly.  
What you can do: Know your food source! Choose meat, dairy and eggs that are regenerating land- grass-fed & free range. Choose organically grown food- industrial agriculture depends heavily on pesticide use.

As usual, reach out to me if you have any questions/comments, and/or if you'd like to be involved in the committee, at: [environment@nfbpwc.org](mailto:environment@nfbpwc.org).

Let's make this year a good one!

## Health Committee Report

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

We have made it to 2021, but we are not out of the weeds yet. The CDC is projecting January and February to be tough months in terms of COVID-19. In December I experienced my first exposure to someone who tested positive for the virus. Even though I am a public health professional I still had a lot of questions about proper quarantine and testing. As always, you should consult your primary care doctor if possible, but the Centers for Disease Control and Prevention (CDC) does offer information on Quarantining here: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html>

Shifting gears, I'd like to plug that Health Committee is continuing to plan a virtual Wellness Fair on February 6, 2021. We want to highlight some of our members who have expertise in various health fields as well as

bring in other professional women that could contribute to our health and wellbeing. We will not completely neglect COVID-19, but we do recognize that our health is being affected by the by-products of the virus. Staying-at-home, the economic burden brought on by the virus, and the stress of the unknown, are just a few examples of how our mental and physical health may have been impacted by the virus, while not being directly impacted by contracting the virus. February is Heart Month, seeing as heart disease is the leading cause of death for women, we wanted to bring some awareness to this important topic as well. The information brought to you might be used towards improving your mental and physical health and address other topics that may have been overlooked during this time.

### Attention!

Health Committee is looking for donations that will be used in goody bags provided to the first 25 members to register for the Wellness Fair. If you have **25 small items** that you would like to donate please send to:

Marsha Riibner-Cady  
103 Weir Point Dr.  
Manteo, NC 27954

Must be received by January 15, 2021

**Questions?** Please e-mail Keri & Marsha:  
[Health@NFBPWC.org](mailto:Health@NFBPWC.org) & [Romarsci@gmail.com](mailto:Romarsci@gmail.com)



## 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](mailto: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

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 Mentoring Program is ready to go!

Effective January 1, applications will be accepted for those wanting to serve as mentors and those seeking guidance as mentees. Online applications can be found on the NFBPWC website at: <https://www.nfbpwc.org/Mentoring-Program>

The application process will close February 15 for this session.

Presentations about the program have been made to the following chapters: Colorado Virtual, New York, Michigan, and NFBPWC Virtual. Additional presentations are planned for January meetings with the Denver and Pennsylvania chapters. It is not too late to request a presentation for your chapter's January meeting.

Here is how the program is designed to work:

- Submit an application to share your expertise in a specific area and offer to mentor someone seeking guidance in that field, and/or
- Submit an application seeking guidance or information about an area you would like to explore or be directed in.
- The application comes to the Mentoring Program chair, who will review it and seek to match your submission with a member.
- An initial meeting will be arranged to see if the parties are a match.
- If both feel they can benefit one another through a series of meetings, each will be asked to complete an agreement outlining the goals and proposed time-table.
- During the course of the mentoring process, the Mentoring Chair will connect with the partnered members to ensure that the goals and progress of the relationship are on-track.
- At the conclusion of the mentoring process, each member will be required to complete an evaluation form.

This is a member-benefit program. There is no age limit to becoming either a mentor or mentee. You may be a Young BPW or a new or seasoned member. If you have experience or are seeking information about leadership development, changing careers, starting a business, learning a new skill, running for office, enhancing your current business or trade...sign up!

For additional information, email me at [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

## Digital Training Committee Report

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

**Special note: This was included in a holiday card to all club presidents and board of director's members. This was also shared in the December 2020 NFBPWC newsletter.**

The Digital Training Team, Judy Bell and Marsha Riibner-Cady, want to help you with your questions about the NFBPWC.ORG website, navigating Zoom, and Google. We are calling it the Wednesday Web Wisdom Training!

The first Wednesday of the month starting **January 6, 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. Here is the Zoom information: **Meeting ID 973 5734 4293 and Passcode 241625.**

Please join us at any or all of these meetings. Additional meetings will be on:

- January 6, 2021
- February 3, 2021
- March 3, 2021
- April 7, 2021
- May 5, 2021
- 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](mailto:digitaltraining@nfbpwc.org).

Judy and Marsha wish you and yours a wonderful holiday season!

## Social Media Committee Report



### Why do we have social media platforms? Pt. 1 – Facebook

We all use social media sites for various reasons, but have NFBPWC members ever thought about its importance? Over the next few issues, we will be looking at the social media platforms that we currently use and why they are useful tools for our purposes.

This month it is about Facebook.

### What is Facebook?

Facebook is a social media website that allows users to create free profiles, make connections, share pictures, and even send messages to contacts.

### Why do we have Facebook?

Facebook is a way to help individuals keep connected online and to share information quickly. Businesses use Facebook for marketing purposes to not only keep connected with current customers but also hope to gain new customers. Anyone who is a YouTuber or is on an online platform creates not only stand-alone pages for advertisement but also groups to have conversations and interact in a safe setting.

### Why does **NFBPWC** have a Facebook?

Thinking about the two previous answers, the use of Facebook is exactly why BPW organizations in the United States and around the world are plugged in. Our organization prides itself on networking and Facebook gives us another option for doing so. In addition, it also helps us to promote who we are and the activities that we do quickly and efficiently.

Utilizing Facebook will hopefully help us attract new, and younger members who are plugged in. Small businesses need our help via Facebook to grow and connect with new customers.

If we are not utilizing the basics of what Facebook was created for, we are not really doing our job as an organization.

Stay tuned next month when our focus will look at Twitter.

*On another note:*

Calendar links ---

We were a bit disappointed that no one took advantage of getting a gift for voting on one of 3 links we would like to use to promote holidays and other cool marketing days.

If you missed it, it was in the previous newsletter.

Since no one took the opportunity, we decided to take it upon ourselves and chose this link that we will use to announce holidays, etc.: <https://www.brownielocks.com/index.html>

### Why did we choose this?

The website is easy to follow and it organizes special days easily and clearly.

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

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\\_ciXLyvbuldbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbuldbBOsV9Tg)



<https://twitter.com/nfbpwc>



[https://www.instagram.com/nfbpwc\\_usa/](https://www.instagram.com/nfbpwc_usa/)



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

# 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



IMMEDIATE PAST PRESIDENT SANDY THOMPSON DELIVERING HOLIDAY GOODIES TO THE BURBANK CLUB'S ADOPTED FAMILY IN THE BURBANK COORDINATING COUNCIL'S COMMUNITY PROGRAM. THANKS TO DIANE REYES FOR HELPING.

The California Federation members wish all of our BPW sisters a happy and hopeful New Year. The Districts are planning their winter conferences. Sierra Mar will meet via zoom on January 16. Sher Singh will be the program speaker addressing Cultural Diversity, Equity, and Inclusion. Contact Linda Wilson for more information.

Valley Sunset District will meet via zoom on February 6 and include its delayed Women of Achievement program. Contact me for details. Winter means a return to a legislative focus, particularly around the state's focus issue of identifying and fighting sexual harassment in the workplace. The workplace doesn't have to be a physical office. Cyber bullying, intimidation and threats are real. More legislative issues will be addressed at the state's Public Policy Conference at the end of next month.

Keep advocating, believing, and communicating.





The Hollywood club honoring Nan Johnson (top row, center) at their Susan B. Anthony awards program. Congratulations to Nan on being Hollywood's newest member.

## California Federation – BPW California's Bay Capital District

### KNOW YOUR WORTH: A WORKBOOK FOR EMPOWERING WOMEN IN THE WORKPLACE

**When:** Saturday, January 23, 2021

**Time:** 10am PT - 11:30am PT

**Where:** Virtual Session via Zoom

Registration: <https://www.nfbpwc.org/event-4097748>

Join NFBPWC and BPW California's Bay Capital District, in partnership, for a timely conversation with Ruth Umoh, reporter at Forbes, covering all aspects of diversity and inclusion.

Given the mass exodus of women from the workplace as a result of Covid-19 – and the likely return en masse to the office post-pandemic – Ruth will discuss:

- Navigating the “double-double shift” of motherhood and remote work
- Why we're seeing women flee the workplace; the bottom line and economic impact; and what it will take to retain this critical demographic in the workforce
- What women want from their employers and how to request (and receive) those benefits (fair and equitable pay, promotions, meaningful work, flexibility, less burnout, and less administrative tasks)
- Tangible strategies on how to lead with confidence and determine your market value (especially when making a return to the workforce)
- Negating myths about gender inequity in the workplace

We'll hear from women who have volunteered to share their personal experiences with gender inequity in the workplace.

The session will conclude with a live Q&A.



#### *About Ruth Umoh*

*Ruth Umoh is a Forbes reporter, covering all aspects of diversity and inclusion. In this role, she highlights timely issues on topics like race, gender, and class, with a keen focus on how social differences affect business performance and economic growth. She was previously a reporter at CNBC and has held positions at Rolling Stone and New York Daily News.*

This session is hosted by BPW California, Bay Capital District's President, Katherine Winans, and National BPW President, Megan Shellman-Rickard.

To learn more about NFBPWC click here: [Our Heritage](#)

About California Federation of Business and Professional Women:

CFBPW promotes workplace equality through support of pay equity, advancement opportunities and elimination of all forms of discrimination including “glass ceilings.” <https://bpwcal.org/>

## NFBPWC Colorado Federation

### Executive Committee 2020-2021:

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



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

By: Evie Hudak, BPW Boulder Member, 1<sup>st</sup> Vice President

### BPW Colorado lost a beloved member in December



BPW Colorado is mourning the loss of Marcia McLagan-Clark, a wonderful lady who had a history of over 30 years with Business and Professional Women (BPW) in Colorado. Most of her time in BPW was spent in activities with her local chapter, called Arvada BPW when she joined, now BPW Northwest Metro. Over the decades of her involvement in BPW, she represented the local chapter at almost every meeting and conference sponsored by the state BPW.

Marcia served as president of the local chapter three times: 1991-1993, 2001-2003, and 2008-2011. Her third time was for an extra year beyond the two-year term limit, because the chapter voted to suspend the rules so she could do that. When not the president, she served as the chapter's 1st or 2nd Vice President or Secretary. However, she always

refused to serve as Treasurer, mentioning that money management was "not [her] strong suit."

Marcia inspired many women to join BPW and get involved. She served as the chapter's Vice President for Membership many times, and she participated with the state BPW's Membership Team in the mid-1990s. She ensured that the chapter participated in the annual Arvada Harvest Festival, including leading the Kids Parade and the Spelling Bee. BPW became recognizable in the Arvada area to a large extent because of her efforts.

Honoring businesswomen was a BPW activity that particularly motivated Marcia. For many years she served as the chair of the committee that selected and celebrated the chapter's Woman of the Year, and she orchestrated the annual Woman of the Year dinner. Many times she convinced the cities of Arvada and Westminster to issue a proclamation for Business Women's Week in October.

Marcia had a real passion for women's equal rights, often reading to the chapter passages from articles about national efforts to pass the Equal Rights Amendment.

Another area of advocacy for Marcia was around early detection of breast cancer. She urged fellow BPW members to do monthly "breast checks" and even have a "buddy" to remind one another to do it. Ironically, Marcia developed breast cancer, but because of her concern in this area, she detected it early and did not need to have a mastectomy.



Marcia was always the “life of the party” at BPW meetings, making the mood light and cheery with her frequent laughter. She is certainly one of the reasons that the Arvada/Northwest Metro chapter has thrived over the last three decades.

## BPW Colorado - Green News

By: Laurie Dameron, BPW Boulder Member

### My Mentors

I’ve talked in the past about Mr. Rogers following his mother’s advice whenever there was a big catastrophe: “Always look for the helpers!” I often heed that advice when the going gets tough. There are SO many helpers out there, both individuals and the great “green” organizations, like Sierra Club, too innumerable to mention. I want to share three of my top mentors, who inspire me and help me maintain some semblance of positivity, hope, and faith.

Stele Ely, who goes by “Vox Earth Man,” though I like to call him “Earthy Man,” is someone I’ve looked up to for many years. He works nearly 24/7 on saving the planet. You can find him daily on the Pearl Street Mall in Boulder, talking to locals and visitors, making up songs for the kids’ favorite animals, and prompting folks to commit to 140 minutes out of their day to fight climate change. In the summers, you can find him doing the same at the Boulder Farmers Market. I used to invite him to sing with me whenever I played at the market. He rides his bike in sun, rain, snow, and freezing temperatures.

About six years ago, “Earthy Man” appeared in my neighborhood, and I ran outdoors shouting, “Earthy Man! Come meet my kitty, Croaky!” We had a great visit and somehow got on the topic of clothes dryers. He sang his song, “I Hang my Love on the Line,” and educated me as to how much energy dryers suck! Ten minutes later, I jumped on my bike and pedaled over to McGuckin Hardware to buy some strong string and

clothes pins, and I’ve been hanging my clothes outside to dry ever since! Please visit his website at [XO Earth](#).

Bonnie Sundance is another mentor. I can’t think of a better listener than Bonnie when I’m confronted with a problem or when I’m letting the news of the world get me down. I have a nickname for her, too: “Miss Mother Nature.” She is one of the kindest and gentlest souls I have ever met!



On one visit with her at her cabin on Hurricane Hill near Nederland, I earned [Time Bank Boulder](#) time dollars for helping her to winterize her cabin. She fixed me a delicious vegan lunch and said the most wonderful “thank you for this food” prayer ever. When we went out for a walk in the pines afterwards, she was ever so careful to walk on rocks to avoid stepping on plants—she was even careful to avoid stepping

on rocks with lichen!

There she lived, totally off the grid, with a small solar panel on the roof to power her two batteries to run a small refrigerator and lights, a wood-burning stove for heat, and even an old-fashioned clothes washer outside in the back. In the early summer of 2016, she and her dear friend and Time Bank Boulder helper, Harry Albert, set up a large solar panel by the outhouse that tracked with the sun. Then, on July 9 that year, she was out hiking when the Cold Spring Wildfire hit. She lost everything—her computer, her environmental work, photo albums of her entire life—everything except for the clothes on her back! It still makes me so angry at God when I think of someone so kind to the planet

losing her lovely, precious space! Bonnie is still looking for another such home, so please let me or her know if you have any leads. Her website can be found at [Our Sacred Earth](#).

My third mentor is Joan Gregerson, aka “Eco Nut” (her words, not mine). I first met Joan in 2015 when she created the [Sustainable Resilient Longmont](#) organization and the biggest Youth of the Earth Day Festival that Boulder County has ever seen. Prior to that, when she lived in Niwot, Colorado, she was instrumental in getting a recycling center for that small town.

Since then, she has created the [Green Team Academy](#), where she consults with and connects ordinary folks who want to help the earth. As a result, small but mighty community groups or “Green Teams” are springing up all over the Denver Metro area and other countries worldwide! They are doing all kinds of projects, from planting trees to getting rid of Styrofoam at school cafeterias! They held their third big online event this year, giving folks the chance to meet some of these groups and learn about their projects – they’ve all been so inspiring! This fall she also published her book, *Climate Action Challenge: A Proven Plan for Launching Your Eco-Initiative in 90 Days*, complete with an

accompanying workbook. So a big congratulations to Joan!

It’s been a hard year for so many of us, so please heed the advice of [Mr. Rogers](#): “If you look for the helpers, you’ll know there is hope.”

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

#### VI. WEAK RESPONSES

*53. These situations have caused sister earth, along with all the abandoned of our world, to cry out, pleading that we take another course. Never have we so hurt and mistreated our common home as we have in the last two hundred years. Yet we are called to be instruments of God our Father, so that our planet might be what he desired when he created it and correspond with his plan for peace, beauty and fullness. The problem is that we still lack the culture needed to confront this crisis. We lack leadership capable of striking out on new paths and meeting the needs of the present with concern for all and without prejudice towards coming generations. The establishment of a legal framework which can set clear boundaries and ensure the protection of ecosystems has become indispensable; otherwise, the new power structures based on the techno-economic paradigm may overwhelm not only our politics but also freedom and justice.*

[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](mailto:WindchimeL@aol.com) Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

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

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



## BPW Colorado – Boulder Chapter News

By: Sharon Simmons, BPW Boulder Member

### Lifetime Achievement Award for Rita Smith December 12, 2020

With all of the hard times we are going through with COVID-19 and depression/anger, loss of jobs and money, there are people still doing great work every day in our society! One of our very own BPW Boulder members is out there spreading the word about Domestic Violence in our country today and for so many years of her career.

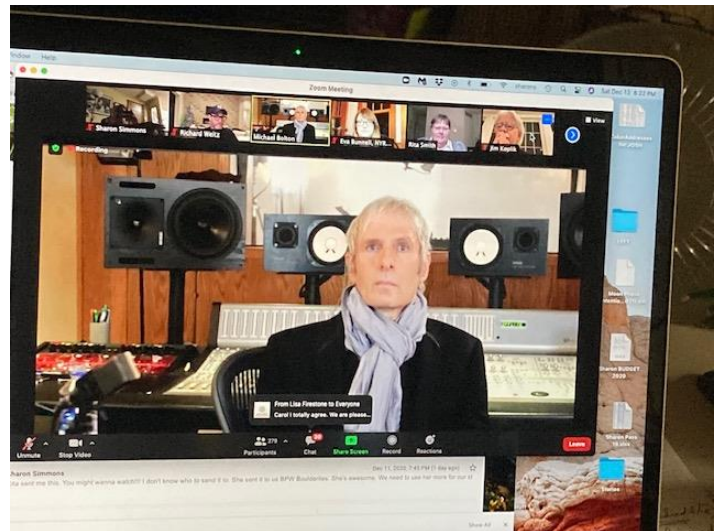


On December 12, she received a Lifetime Achievement Award from The Michael Bolton Charities during an event called The Healing Power of Music. It was shared on Zoom as a Quarantunes fundraiser hosted by Richard Weitz and his daughter Demi. Together this amazing pair has raised over 15 million for good causes through Zoom events. The MBC event ran from 5 to about 10 p.m. MT and was filled with love and joyful music for all of us tuned in to see our Rita receive her award. We saw famous singers, song writers and stars congratulating everyone and donating large funds to the project. Michael sang many songs and dedicated them to his friends and one to Rita. His dedication to Rita was 'How Am I Supposed to Live Without You' and there wasn't a dry eye in the house! His voice is velvet-still.

Mr. Bolton brought up the fact that most of us feel safe in our homes. Since COVID-19 started, the home has turned into a more violent place to be for those who

live with their abusers. Women and children are feeling the pain of the pandemic in increased numbers in these situations. Reports of violence have increased by up to 75% in many areas. Michael brought forth Rita on Zoom and showed her the award and introduced her, asking her to speak to us all. She did great and talked about violence in the country right now and how Michael Bolton Charities has done great work for so many years, raising money for these issues that are so important. Michael personally has assisted, while Rita was director, the National Coalition Against Domestic Violence over many years in DC on reauthorization of the Violence Against Women Act as well. Rita is currently working as a Senior Advisor to the NFL on their domestic violence and sexual assault program and education efforts. She is also Executive Vice President of External Relations for a Theresa's Fund program, domesticshelters.org.

From Michael Bolton Charities website about this event:





### Unseen Impact of COVID-19

As millions of people stay home to contain the spread of COVID-19, advocates for domestic violence survivors have seen the number of people in need increase. Experts point out that guidelines such as social distancing and stay-at-home orders, as well as stress from the pandemic, put a survivor at greater risk from their abuser.

Every year, more than 12 million Americans experience intimate partner and sexual violence. The National Domestic Violence Hotline has received reports of abusers using the coronavirus as an opportunity to harm domestic partners. Some survivors are not going to shelters or the hospital when needed out of fear of getting the virus. Others are leaving shelters altogether for the same reason.

To help, organizations across the country are offering remote services such as counseling and recommend that survivors create a safety plan, practice self-care, and reach out for help.

*If you or someone you know is experiencing domestic violence, contact the National Domestic Violence Hotline by calling [1-800-799-7233](tel:1-800-799-7233). If you're unable to speak safely, you can log on to [thehotline.org](https://thehotline.org) or text LOVEIS to 22522.*

Make sure to check out the website <https://www.michaelboltoncharities.com/> and congratulations to our Rita Smith on this amazing honor, from all your supporters and friends at BPW Boulder/BPW Colorado!

## 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>

Presented By: Susan Gingerich, President, NFBPWC Florida

## NFBPWC La Grange-Chicago

### Executive Committee 2020-2021:

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

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

By: Kathleen Ray, President, NFBPWC La Grange- Chicago



Mary Lou, Kathleen, Barb Y.,  
Barbara M. (pre shelter-in-place)

On December 17 we held our second virtual cooking session, this time of favorite holiday recipes. Participants sent in recipes in advance. The information was collated and sent out to everyone with the zoom link, so we could purchase the ingredients in advance and cook alongside the cooks on the zoomcast. Anyone was welcome to join us, whether cooking or not. Guests are always welcome. Among the dishes prepared during the cooking session were Colorful Potato Latkes, Sauerkraut Pierogi, Sauteed Apples, and Butter Cookies.

Our virtual book discussion meeting is scheduled for February 9, 2021.

Book selections:

- 1 - "What the Lady Wants" by Renée Rosen
- 2 - "The Great Alone" by Kristin Hannah

## NFBPWC Michigan

### Executive Committee 2020-2021:

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

By: Shirley Zeller, President, NFBPWC Michigan

Due to the unforeseen circumstances in 2020, the Michigan affiliate group has not been as active as we had hoped. When we actually have our BPW/MI state convention in May 2021, the affiliate members will meet and plan for the future.

Members have been involved in their local, state and national elections and holding their Michigan BPW local meetings by Zoom, if they have met. Discussions are being held regarding L3P presentations and mentoring presentations.

Our BPW/Michigan state convention was held in October, postponed from May.

Our 100<sup>th</sup> anniversary of BPW/Michigan has now been postponed to May 14-15, 2021 where we still plan to have an event in the State Capitol rotunda. Plans are underway for that and we would of course love to have any NFBPWC members join us for that celebration on May 14.

*Until COVID-19 Happened....*

*We had great plans to travel*

*...until COVID happened*

*We were going to attend a big event...*

*But the COVID happened*

*I want to see my family for the holidays*

*But COVID said it will not happen*

*We were just getting the shop going,*

*But COVID happened*

*The new apartment moves.*

*COVID happened*

*But look at those good things*

*When COVID happened*

*Relationships are getting stronger*

*As COVID has happened*

*Some people are getting healthier*

*Because that crazy COVID happened*

*We can learn new things from the free time  
that we have*

*While COVID has happened*

*Talking to people we never thought we could  
thank*

*To how COVID happened*

*We can Zoom around the world from home  
doing virtually everything*

*Since COVID happened*

*We are learning how to survive*

*Thanks to how COVID happened*

*—Susan E. Oser*



## NFBPWC New York City

### Executive Committee:

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

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

## NFBPWC North Carolina

### Executive Committee 2018-2020:

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

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



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

Our December 17, 2020 meeting was such a great event! We laughed too much, solved the world's problems and some problems that didn't need to be solved. Did I mention we laughed a lot? Well, like reader's digest says, laughter is the best medicine. Don't we all need some time to just unwind and let our hair down?

2021 will bring:

Marsha's business, CadyCPRsolutions.com, open with virtual options for anyone interested in CPR and/or First Aid training. [cadycprsolutions.com](http://cadycprsolutions.com)

Barbara's continued success in "shooting" the night sky!

Alice quilting until her fingers bleed and making gallons of soup for the less fortunate.

Congratulations to Mary Lou who is figuring out her new cell phone!

Good thoughts going out to Jo for a successful job search. We also wish her well for continued success with her Esty shop which is on the verge of supporting 4 koloas in Australia. She has a variety of jewelry and other handmade items like scarves, hats and F Bombs, too! For each item purchased, a dollar is donated to the Currumbin Sanctuary Hospital in Australia to help the animals! <https://currumbinsanctuary.com.au/hospital>



Visit Joniquas at: <https://www.etsy.com/shop/Joniquas>

Our next meeting will be on January 21, 2021 at 8pm is our annual meeting. New executive committee members will be elected, and planning will happen for the upcoming year.

Contact us if you are interested in attending our meeting. All are welcome.

<https://www.nfbpwc.org/North-Carolina>

Reminder, NFBPWC-NC dues are due January 1, 2021.

North Carolina hopes everyone continues to stay positive and test negative! Happy New Year to all!

## The Silent Letter

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

I've been thinking about culture and diversity for a long time. Some of you know I'm Jewish. I grew up the only Jewish kid in the entire school system in a small town in southwest Missouri away from family and my cultural birthright. My experience as a child and being a Girl Scout, the training I received as a professional Girl Scout, Boy Scout volunteer, and Director of After-School programs have allowed me to have the culture and diversity thing figured out, or so I thought.

In the past couple of months, I joined a virtual adult Hebrew class. Yup, I'm finally getting some religious training at the age of 58, remember I grew up away from all that stuff. I've been studying prayers and the Hebrew alphabet. There are 2 silent letters that are thrown in quite bit. The Alef and the Ayin. The Alef looks like the double helix. For those of you who remember your biology classes DNA is shaped in the form of a double helix, looks like a twisted ladder. That is what the Alef looks like, to me anyway.



So that made me think about some things. My DNA and cultural backgrounds are diverse. Things I have experienced in life have "built" me into the human I am today. I believe that those experiences are like the silent letter Alef that slips into my DNA and makes me who I am. Because these experiences are not expressing themselves as something you can see when you look at me, they are still there, like the Alef.

I have discussed this idea with another member who also has a diverse background both genetically and through her experiences. You can't look at any of our members and know what diversity is in their family, how they were raised, or how they vote.

From that discussion I have concluded:

1. It is important to discuss culture and diversity.
2. What you see on the outside does not always express the person's DNA.
3. Environment plays a big role in how we might feel about a subject or idea.
4. We are a non-partisan group whose mission is to further women in business, whether they are entrepreneurs or an employee in an organization. We are a support system. Every member should concentrate on lifting other members to their potential.

5. Never assume that your idea, feelings, or thoughts should be considered the only way to handle a situation, even if you are an “expert.”

6. Be respectful and openminded with everyone.

7. Be sure to allow all sides to weigh in on the conversation, should they choose to do so. Ask the silent person in the room what they are feeling. The answer might surprise you but ask anyway and allow them to really tell you how they feel.

My point of all this is to remember that we each have a silent letter that needs to be respected. We should feel comfortable to express our feelings and be supported when we do.

## 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



### HAPPY NEW YEAR -2021!!!

**WE DID IT!** On December 3, 2020, we sponsored Amanda Owen, Foundation Chair of the Justice Bell, in presenting her film, “Finding Justice - The Untold Story of Women’s Fight for the Vote” on Zoom. We were able to send out promotions via the BPW/PA weekly newsletter called the “BUZZ.” Plus, we sent out email invitations to our 11 District Directors across the state and asking that they forward the invite to their members

and to just friends. We did not want anyone missed for this special evening. But it was a huge success!



Amanda Owen provided the story of the Justice Bell. It was to motivate the Pennsylvania women to join and fight for the voting rights of women. The Justice Bell traveled through all 67 counties on the back of a truck equipped to handle its weight. With stops at the factories, farms, churches, and even bars, the women had the attention of the men and shared why they wanted to have the vote. Amanda also shared that even though the 1915 election did not provide the wanted victory, it flamed the spark to keep moving forward onto the National Level. With the passage of the Nineteenth Amendment, the Justice Bell was rung on September 25, 1920 in the city of Philadelphia. That was a promise but then the Justice Bell disappeared. The Mayor of Philadelphia did not want it on display, so it was taken to the home of Katharine Wentworth Ruschenberger of Chester County. She was the woman who had the bell forged and engraved in Troy, NY. It stayed on her property until her passing but in her will, it was taken to the Valley Forge Memorial Church.

Another twist to the story, the Justice Bell was not placed inside the church. It was found years later by a pastor who remembered the Justice Bell's story from his grandmother. There it was on the grounds behind the church. He brought it inside. There it languished in obscurity until Amanda Owen came along and asked questions. Many thought it was just an artifact of the real Liberty Bell, but it was not. Amanda discovered its history and brought it to life. She has presented power point programs to many interested people and she is presently writing a book on the Justice Bell. But her achievement of recording the Justice Bell's history into a 19-minute film is the ultimate success. But better yet, it can be shown via Zoom.







We held a question and discussion period with Amanda Owen about the historical events. Everyone was delighted with the format and that it ran for one hour in length. It was our honor to sponsor Amanda and the Justice Bell. We are also proud to share that Amanda Owen has joined our PA Affiliate Chapter of the NFBPWC.

Again, we are delighted to have a page on face book with "NFBPWC - Pennsylvania." Ginny Bailey, our member, set it up and is

making sure that we are being read. We would love all of you to "like" us and become one of our followers.

Again, we are ready to partner with the National Women's History Alliance and we are creating our ad for the upcoming gazette. Emily Holgash, another one of our members, has been instrumental in getting the communication lines flowing to the NWHHA. We are excited that we can be seen across the country in the NWHHA newspaper!



Our dedicated Lilly Gioia, our Legislative Chair, has prepared another detailed report that covers so much across the nation as well as all the happenings in our Commonwealth of Pennsylvania. She really has the pulse on what is happening. But she tells me not to be too comfortable until after January 6<sup>th</sup>.

Lucy Beard, Director of the Alice Paul Institute, will have retired when you read this paragraph. Phenomenal job in keeping us informed about the happenings of the ERA and welcoming the PA Affiliate Chapter of NFBPWC to be a partner. Her job opening has been posted on their web page in case you are interested.

We have a meeting planned for Sunday, January 10, 2021 at 7:00 p.m. on Zoom. Dr. Trish Knight will be our presenter for the evening. She will be sharing the Mentorship Program of NFBPWC with us.

We are doing our best in these pandemic times! May you a Happy New Year and May 2021 be a better year for all of us!

## Pennsylvania Advocacy Report

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

### PINTEREST SETTLES \$22.5 MILLION GENDER DISCRIMINATION LAWSUIT:

Pinterest agreed to pay former CEO Francoise Brougher \$22.5 million to settle her gender discrimination and retaliation lawsuit in one of the largest publicly announced individual settlements for gender discrimination,



according to a 12/14/20 New York Times report. The company and Ms. Brougher said they planned to jointly donate \$2.5 million toward charities that support women and underrepresented minorities in tech with a focus on education, funding and advocacy. Pinterest announced the need to make changes to ensure that all employees “feel supported and included.” The company added two new board members and pledged to make salaries more transparent. The agreement may signal a shift in how Silicon Valley handles such suits. Ms. Brougher, 55, is among the most prominent female tech executives to file a gender discrimination suit against a former employer. “My goal was about accountability and driving change,” Ms. Brougher said. “Sharing the settlement publically (sic) helps raise awareness more broadly.” Sharon Vinich, an employment lawyer, said, “The size of the settlement reflected a seismic shift in attitudes towards gender discrimination.” She added that companies would have to take gender discrimination claims seriously and not view them as “ones that can be settled for nuisance value.”

#### VALIDATING PENNSYLVANIA’S 2020 ELECTION RESULTS:

The United States Supreme Court issued two unmistakable rebukes to lawsuits that sought to disregard all mail-in ballots, thereby overturning certified results of Pennsylvania’s 2020 election, according New York Times reports. The Supreme Court refused to consider a case brought by Texas, against Pennsylvania, Michigan, Wisconsin and Georgia in advance of 12/14/20 Electoral College voting. In briefs opposing the Texas case Pennsylvania argued, “Texas was in no position to tell other states how to run their elections, adding its filing was littered with falsehoods.” Pennsylvania “voters should not be punished for not choosing Texas’s preferred candidate and Texas should not be rewarded for its unreasonable delay in bringing this action,” a 12/10/20 Times report quoted from the Pennsylvania brief. Justices rejected last minute arguments based on legal theories that election law scholars said ranged from the merely frivolous to truly outlandish. The Trump campaign legal team lost nearly 50 challenges in five weeks. A Washington Post analysis counted 86 local, state and federal court judges who ruled against cases brought by the Trump legal team. One Appeals Court decision favoring Pennsylvania said, “In the United States of America, this cannot justify the disenfranchisement of a single voter, let alone all the voters of its sixth most populated state.” “Pennsylvania voters have spoken in greater numbers than ever before,” PA League of Women Voters co-president Terrie Griffin said, emphasizing that the “decision confirms the sanctity of the vote.” After President Trump subsequently contacted PA House Speaker Cutler, the 12/9/20 Philadelphia Inquirer reported that PA Republican Senator Pat Toomey condemned such interference as “completely unacceptable.” About pressuring state lawmakers to overturn Pennsylvania election results, Toomey said, “It is not going to work and the president should give up trying to get the legislature to overturn the results.” On December 14, 2020 the Electoral College confirmed Joseph R. Biden as President-elect and Kamala Harris as Vice President-elect.

#### SLOWING ECONOMIC RECOVERY & PANDEMIC MENTAL HEALTH ISSUES:

Citing an October 2020 survey by the Bi-Partisan Policy Center, Rep. Katie Porter (D/CA) said, about 22%--or over one in five--women in the United States have left the labor force since the start of the pandemic. A whopping 42% of women with children under two years old reported leaving the workforce during the pandemic. Virtual schooling and the closure of day care centers led to women bearing the brunt of child care at home. “Working women have always had to make difficult choices to balance their careers and their family, but the pandemic has made these decisions nearly impossible,” Porter said. “Without action, the pandemic will likely erase decades of progress for working women who are being forced to shoulder the burden of child care.” According to Labor Dept. data, white women had recovered 61% of the jobs they lost during the pandemic by September, but Black women had recovered only 31% of their lost jobs. Porter called on Congress to take action to support working women and families, including more paid leave funding and unemployment benefits to “replace lost wages,” according to a 12/8/20 Huffington Post report. Men suffered greater job losses than women for the first time in November 2020. About 346,000 left the labor force according to Bureau of Labor Statistics reported by The 19<sup>th</sup> on 12/6/20. About 10,000 women left the workforce in stark contrast to September when 865,000 women left the labor force—four times the number of men that month. “The days of imagining a V-shape recovery are over,” said Elese Gould, senior economist at the Economic

Policy Institute. The numbers reflect the recovery's perilous state just weeks before the last of the federal unemployment insurance assistance was to expire at year's end, leaving 12 million people without aid. The pandemic relief bill passed by Congress on 12/21/20 extends unemployment and other needed protections into 2021, but benefits remain inadequate, according to the incoming Biden administration. Even with the gains made throughout the year, the US. workforce is still down 9.8 million jobs from the start of the pandemic. Women account for nearly 54% of those losses.

According to a new Gallop Poll, America's mental health hit a 20-year low. 1,018 people surveyed assessed the impact of the coronavirus pandemic, its associated lock-downs, prolonged unemployment, social isolation and general uncertainty. This appears to have contributed to a decline in American mental health. A 12/7/20 Route 50 report found a 9% decline in respondents rating their mental health as "excellent" or "good," compared to 2019. Gallop researchers called 2020 a hectic, unsettling year. "The latest weakening in positive ratings...which are undoubtedly influenced by the coronavirus pandemic, continues to profoundly disrupt peoples' lives, but also may reflect views of the election and the state of race relations, both of which were on Americans minds this year" researchers wrote. Groups that all saw double digit drops in rating their mental health as excellent were those who never attend religious services, unmarried people, Independents, Republicans, and WOMEN. The groups with the lowest excellent ratings include WOMEN, unmarried people, those living in households with less than \$40,000 in income and young people aged 18 to 29.

#### PANDEMIC VIOLENCE AGAINST WOMEN, MILITARY SERVICE MEMBERS & MEMBERS OF THE JUDICIARY – AN EPIDEMIC:

According to a 12/9/20 New York Times report, Army Secretary Ryan D. McCarthy acknowledged a Fort Hood Texas command climate "that was permissive of sexual harassment and sexual assault." An extensive investigation conducted after the murder of 20-year old Army Specialist Vanessa Guillen documented a failure to properly staff and fund the sexual assault and harassment prevention program. High-ranking Army brass were fired or reassigned after the investigation found women were "preyed upon," but afraid to report sexual harassment or assault for fear of being ostracized and revictimized. Of more than 500 female soldiers surveyed, investigators found 93 credible accounts of sexual assault. Of those just 59 had been reported. Of 135 credible instances of sexual harassment, just 72 were reported.

A Defense Dept. survey released last year estimated that there were 20,500 instances of "unwanted sexual contact" in the 2018 fiscal year, up 38% from 2016 and that the uptick was driven entirely by an increase in assaults on women in uniform. Advocates including the Service Women's Action Network (SWAN) support **S.4600/H.R.8270 the "I AM VANESSA GUILLEN ACT"** requiring sexual harassment complaints involving service members be sent to an independent investigator. H.R.8270 is sponsored by Rep. Jackie Speier (D/CA). S.4600 is sponsored by Senator Mazie Hirono (D/HI).

Federal District Court Judge Esther Salas urges immediate U.S. Senate passage of **S.4711, the DANIEL ANDERL JUDICIAL SECURITY & PRIVACY ACT,** co-sponsored by New Jersey Senators Bob Menendez and Cory Booker. S.4711 prohibits public distribution of personal information, including home addresses and phone numbers for judges, prosecutors and law enforcement personnel. It was an anti-feminist enraged former litigant arriving in a FedEx uniform at Judge Salas' home who took the life of her 20-year old son, Daniel Anderl and shot her husband three times. "My son was killed because I am a federal judge," Salas said, emphasizing that judicial security is essential. New Jersey Governor Phil Murphy signed state legislation to protect privacy of court and law enforcement personnel on 11/20/20, according to ABC News. "This is a renewed commitment to ensure our judiciary, prosecutors and members of law enforcement who answer the call of justice, can do so without fear for their personal safety or that of their loved ones," Murphy said. Nationally, the Senate needs to act. "Nobody should be forced to endure the kinds of pain my family has experienced ever again," Judge Salas said. Federal judges must be free to make their decisions, no matter how unpopular, without fear of harm. The safety of federal judges is foundational to our great democracy, she added. Judges addresses can be purchased online for a few dollars. Since 1979 four federal judges have

been murdered. From 926 threats and inappropriate communications in 2015, cases rose to 4,449 in 2019, according to the U.S. Marshalls Service. Inadequate funding for judicial security and easy access to private information combine to endanger judges, prosecutors and law enforcement.

Domestic Violence rises during the pandemic, correlating with higher unemployment and financial strain, according to a 12/4/20 report in Route Fifty. Although stay-at-home orders might protect individuals from the virus, home isn't safe for everyone. Studies show that domestic violence calls to police and U.S. shelters have risen between 6% and 21% since the start of the pandemic, with the largest increase happening in the first five weeks of quarantine. Google searches for information about domestic violence hotlines spiked last April, a time when most of the U.S. was under stay-at-home orders. As isolation increases, social support lessens, mobility decreases, access to resources is strained and stress from the changes in routine, like work and school closures, rises. Stress, economic hardship, a lack of social support, gun ownership, lower educational status, drug and alcohol abuse are risk factors for intimate partner violence. Gathering data during a pandemic is particularly difficult and the jump in calls likely underestimates the problem. This is the case especially in rural areas where housing is spaced far apart. The lack of transportation in rural areas makes it more difficult for victims to escape or reach shelters that are often in urban locations. The National Domestic Violence Hotline is 1-800-799-SAFE (7233) or text LOVEIS@22522. This overview was provided by "The Conversation," Megan Stubbs-Richardson, Assistant Research Professor at Mississippi State University and H. Colleen Sinclair, Associate Professor of Social Psychology at Mississippi State University.

#### MILLIONS OF 2020 CENSUS RECORDS MAY BE FLAWED:

According to a 12/5/20 NPR report, the Census Bureau has found irregularities in records for this year's national tally. If left uncorrected, this could miscount millions of people. In November the Census Bureau identified what is described as "processing anomalies" that affect more than

one million records for the 2020 census. The number of potentially flawed records has ballooned into the millions. The agency has unearthed major inconsistencies about residents of college dorms, prisons and other group living quarters—a category that, for the 2010 census, included 8 million people. Mounting complications could impair the Bureau's ability to compile the first set of census results before the end of Trump's term in January 2021. The Census Bureau is on track to miss the legal deadline of 12/31/20 for reporting the latest state population counts used to determine each state's share of votes in the House of Representatives and Electoral College for the next decade. Time is running out to correct errors and run additional quality checks. Some career Census Bureau officials are concerned that President Trump may eventually force the release of census data that don't meet the Bureau's quality standards. An 11/26/20 Government Executive report cited poor training of workers, a cascade of shifting deadlines and clunky technology that produced confusion in data collection on the ground. The 2020 Census was the first to have been conducted using smart-phone technology. Additionally, data collection was delayed by the COVID-19 pandemic and work to follow up with households was cut short. Last August Commerce Secretary Wilbur Ross, who supervised the Census, insisted that the truncated operation "will meet or exceed the standard for data collection set in the previous decennial censuses." However, a Commerce Department report released a month later concluded that the shortened schedule "increased the risks to the accuracy of the 2020 census." Census leadership claimed that 99.98% of U.S. households were "accounted for," but experts and researchers pointed out that "accounted for" is not the same as "counted."

#### MORE WOMEN STATE LEGISLATORS & FORTUNE 500 COMPANY C.E.O's in 2021:

According to a Wall Street Journal report, a record 41 female C.E.O.'s are slated to soon be running Fortune 500 companies. At least 10 of them will be leading retail chains including Kohl's, CVS and Rite Aid. A 12/8/20 analysis by The 19<sup>th</sup> revealed a record number of women will serve in state houses in 2021. Women will represent just over 30% of all legislative seats and will increase the number of women-majority chambers. At least 2,236 women will be state lawmakers when America's legislatures return for their 2021 sessions, research by the Center for Women in Politics at Rutgers University (CAWP) found. The data is as of 12/1/20. 30.3%

of Americas 7,383 state house seats means an increase from the previous 2019 record of 29.3% when 2,162 women served in state houses. Jen Sinzdak, associate director of CAWP said, "One thing that really stands out to us is that 2018 wasn't sort of a one off...will women continue to hold on to the gains that they're making or will they fall backward, was the question, because 2018 was a relatively big year and for women at every level. The answer is they're continuing to improve their gains." Beyond overall representation women made history in 2020 with at least six state legislative chambers that will be majority women, a record: The Colorado House, Nevada House, Nevada Senate, New Mexico House, Oregon House and Rhode Island Senate. Nevada will be the first state where both legislative chambers are majority women. It will increase its overall representation of women in the legislature to 60.3%, the first state to cross the 60% threshold. It is an uneven picture across the nation. Democrats continue to represent more women in state houses, at least 1,480 Democrats compared to 739 Republicans. Republican women made historic gains in Congress this election. Republican women are expected to double their representation in the U.S. House of Representatives from 13 to 28.

## NFBPWC El Paso Texas West

### Executive Committee:

Gloria Flores                      President

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

## NFBPWC Houston

### Executive Committee:

To be announced.

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

## NFBPWC Paso Del Norte

### Executive Committee:

Lourdes Reynes                      President

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



## NFBPWC Virtual Club

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

### Executive Committee:


Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak  
President, NFBPWC Virtual Chapter

Happy New Year all!

Our Virtual Chapter is looking forward to 2021 with plans to energize, empower and invigorate our membership. Stay tuned for updates on programming and structure for the new year! Happy 2021!

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

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

Send your submissions to Michele Guarino at:  
[Michele@ASecondOffice.com](mailto:Michele@ASecondOffice.com)

Submission Deadline for the February eNewsletter is  
Monday, January 25<sup>th</sup> at 5:00 pm Mountain Time

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

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

## 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.

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### 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).