



# NFBPWC Newsletter

JULY 2021 ISSUE



UNITING AND ADVOCATING FOR WOMEN

## In This Issue

<a href="#">About NFBPWC</a>	2
<a href="#">President's Message</a> – Megan Shellman-Rickard	3
<a href="#">Introducing NFBPWC's Summer Interns</a>	4
<a href="#">Membership News</a> – Larisa Miller	5
<a href="#">Membership Committee News</a> – Barbara Bozeman	5
<a href="#">Virtual Club   NFBPWC Benefits</a>	6
<a href="#">Advocacy Report</a> – Daneene Rusnak	8
<a href="#">Team ERA Report</a> – Nancy Werner	8
<a href="#">Team LGBTQ+ Report</a> – Susan Oser	10
<a href="#">Secretary Letter</a> – Barbara Bozeman	11
<a href="#">Treasurer's Report</a> – Deborah Fischer	12
<a href="#">Young BPW</a> – Ashley Maria	14
<a href="#">Environment Report</a> – Hyon Rah	15
<a href="#">Bring Back the Pollinators</a> – Marikay Shellman	17
<a href="#">Lifelong Leadership &amp; Learning</a> Report – Kathy Kelly	17
<a href="#">Mentoring Committee</a> Report – Dr. Trish Knight	18
<a href="#">Digital Training</a> – Marsha Riibner-Cady & Judy Bell	19
<a href="#">Website Committee</a> Report – Lea-Ann W. Berst	19
<a href="#">Social Media Committee</a> – Susan Oser Marsha Riibner-Cady	20

### State Federation & Club News

NFBPWC <a href="#">Arizona</a>	24
NFBPWC <a href="#">California</a> Federation	24
NFBPWC <a href="#">Colorado</a> Federation	25
BPW <a href="#">Colorado Green News</a>	26
NFBPWC <a href="#">Florida</a> Affiliate	28
NFBPW <a href="#">La Grange Chicago</a>	28
NFBPWC <a href="#">Michigan</a>	28
NFBPWC <a href="#">New York</a> City	29
NFBPWC <a href="#">North Carolina</a>	29
NFBPW NC <a href="#">Chatham County</a>	31
<a href="#">Pennsylvania</a> Affiliate Chapter	31
<a href="#">PA Advocacy</a> Report – Lilly Gioia	32
NFBPWC <a href="#">El Paso Texas West</a>	36
NFBPWC <a href="#">Houston</a>	36
NFBPWC <a href="#">Paso Del Norte</a>	36
NFBPWC <a href="#">Virtual Club</a>	37
<a href="#">Advertising Opportunities</a> with NFBPWC	39
NFBPWC <a href="#">Advocacy Platform</a>	40
<a href="#">Benefits of Connecting with NFBPWC</a>	41

**Submission Deadline for the August eNewsletter is  
Friday, July 23<sup>rd</sup> at 5:00 pm Mountain Time**

## Upcoming Events

### **Fridays, July 2, 9, 16, 23 and 30, 2021**

NFBPWC National Friday Conversations

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

### **Tuesday, July 20, 2021**

NFBPWC Board of Director's Meeting

5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM

Central | 8:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4279219>

### **Wednesday, July 21, 2021**

NFBPWC Virtual Chapter Program

"Credit 101," by Charles Hough

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

Central | 7:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4222616>



## About NFBPWC

**Develops the business, professional and leadership potential of women.**

### Our Mission

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

### Objectives

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

### Focus Issue for 2020-2022

*Diversity and Inclusion*

### Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President

Larisa Miller, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Barbara Bozeman, Secretary

Deborah Fischer, Treasurer

Ashley Maria, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

### Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual

Bylaw and Resolutions, Katherine Winans, California

Environment and Sustainable Development, Hyon Rah, Virtual

Finance, Gloria Flores, El Paso West

Health, Keri Hess, California

International Liaison, Bessie Hironimus, California

Lifelong, Leadership & Learning, Kathy Kelly, Colorado

Membership, Larisa Miller, Florida

Mentoring, Dr. Trish Knight, NFBPWC Virtual

Military Affiliated Women, Barbara Bozeman, North Carolina

**Public Relations, TO BE ANNOUNCED!**

Small Business, Manjul Batra, California

United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org

bylaws@nfbpwc.org

environment@nfbpwc.org

finance@nfbpwc.org

health@nfbpwc.org

Bessie.hironimus@bpw-international.org

L3chair@nfbpwc.org

vpmembership@nfbpwc.org

mentoring@nfbpwc.org

militarywomen@nfbpwc.org

PRchair@nfbpwc.org

smallbusiness@nfbpwc.org

UNchair@nfbpwc.org

### Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina

Diversity, Equity and Inclusion Chair, Sher Singh, California

**Fundraising/Grants - POSITION OPEN**

Marketing - National Team

Membership Outreach, Jean MacDonald, Chatham County

Newsletter, Michele Guarino, NFBPWC Virtual

Nominations, Michelle Husby, California

**Rapid Response - POSITION OPEN**

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

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

fundraising@nfbpwc.org

marketing@nfbpwc.org

outreach@nfbpwc.org

newsletter@nfbpwc.org

nominations@nfbpwc.org

rapidresponse@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

## President's Message



By: Megan Shellman-Rickard

### President's Letter

#### **Moving Mountains**

Most members will know that the month of June found me embarking on momentous journey called "relocation." My family and I are moving 325 miles from Denver to Durango, a change that we have been planning for 5 years. My husband and I spent the first 15 days of June working every single available moment on our house to get it ready for the real estate market. As President, I took the necessary leave to accomplish this task with the support of many BPW leaders and members.

It is important to recognize what a strong, collaborative organization we have become over the years. My gratitude to the Executive Committee for adding to their duties and covering tasks, goals, and objectives that we had set for the organization. NFBPWC is incredibly fortunate to have such a capable, supportive group of women at the helm. Thank you to our two interns, Anissa Yip and Bryn Norrie, for the incredible work they have done to move this organization forward while supporting our leaders during this time. These two young women are phenomenal and have set the bar high for future interns in the NFBPWC internship program. Thank you to the entire Marketing Taskforce for continuing to elevate our brand and presence both nationally and around the globe. We have made some huge strides in the past few months, and we are only just beginning this public relations effort. A huge appreciation to every member who sent me personal notes of encouragement in response to my letter explaining my absence, you inspire me.

Last month I explained that I joined BPW for the networking and stayed because of the empowerment and support. Once again, my BPW sisters showed up for me in force when I realized I really needed help (lots of help) getting our house ready and that there was no way to hire anyone on such short notice. Many members sent me messages noting that you would've been there in a minute, if you only lived closer (including some of our sisters who live abroad). It is difficult to put into words how grateful I am for the moments with BPW members in Colorado who took time out of their busy schedules to help me and our family during this time of need. Kathy Kelly built me a stone patio and helped pack the children's rooms. Chanel Heerman got me through the first steps of going through my office and Evie Hudak helped me finish (especially with my large BPW collection). Deb Fischer brought me much needed boxes and advice about flooring. Angie Layton spent 6 hours helping me fill all the holes in the house for the fresh coat of paint. Marikay Shellman watched both of my children (she is their grandmother) for 2 weeks while I dedicated myself to this project. I am in awe of how giving our members are of their time and friendship. Thank you all!

NFBPWC and affiliates have the capacity to provide us with the community that so many of us need as we traverse the tribulations and trials of life. I am proud to find myself associated with women who value camaraderie and advocacy at such high levels. As you continue your summer BBQs and reconnect in person, remember that this community is here to support you and help you grow. Share your BPW story with friends, family, and colleagues. Remember that with every incredible new member, we grow stronger and have a larger capacity to unite and create the change we want to see in this world. Together we can move mountains!

Members, our dynamic and inspiring organization really is growing and inspiring people across the globe! I celebrate NFBPWC, our inspiring Board, and my role as President as we journey through 2021! I will continue to lead us as we work together to continue our efforts to accomplish the following goals:

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



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

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

NFBPWC is lighting a path for our future that promotes solidarity, diversity, inclusion, innovation, and fun in 2021. Sending personal wishes of celebration, health, and progress around the globe!

Kind Regards,

Megan Shellman-Rickard  
NFBPWC President  
2020-2022

## Introducing NFBPWC's Summer Interns



### **Bryn Norrie, Executive Committee Intern**

Bryn Norrie is a student at the University of Colorado Boulder pursuing a degree in Political Science with a minor in Sociology and a certificate in Peace and Conflict Studies. She has been on the Dean's List at CU Boulder for the past four semesters and has a cumulative GPA of 3.93. She will be graduating in May of 2023.

Outside of academics, she is an active member of the CU Swim and Dive Club, the Socioeconomic Justice Society Club. In her free time, she also volunteers at the Rocky

Mountain Peace and Justice Center and the CU Restorative Justice Center. She is currently living in Boulder, CO but comes from an Army family so home changes most summers. Being outside and with her friends are her favorite things to do, most weekends she can be found hiking, skiing, or playing volleyball in her backyard.



### **Anissa Yip, Executive Advocacy Intern**

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

Currently, she is working on filming and putting together an advocacy video on the topic of immigration and the immigrant experience. As a person from an immigrant household, she is highly passionate about the topics of inclusion and diversity in all aspects of life. She has a cumulative GPA of 3.762 and is minoring

in Leadership Studies.

Outside of advocacy work and school, she enjoys drawing, painting, crocheting, and walking her dog. Her favorite thing to draw are animals, and she frequently does commissions for peoples' pets and other things they love. She also volunteers at an Adaptive Swim Program in Littleton, where she swims every Saturday with many

unique children with disabilities. On campus, she works as a Wellness Associate who stocks and helps students to the Food Pantry. There, she also gives presentations on alcohol remediation and cannabis awareness to educate students on risk management for both. She plays ultimate frisbee and was a captain of her team in high school and hopes to find a similar leadership role in college. Theater and the arts are also some of her passions - one of her goals is to attend a Broadway musical someday.

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



By: Larisa Miller

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

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



NFBPWC is pleased to welcome 4 new members in the last 30 days

**Ashley Pappas – Chatham County (NC)**

\*

**Patricia Berger – Colorado (Denver)**

\*

**Elena Feldman – Colorado (Northwest Metro)**

\*

**Malika Shetty Sagar – Virtual**

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

## News from the Membership Committee

On May 4<sup>th</sup> and on June 22<sup>nd</sup>, the membership chairs and / or presidents from the local and affiliate clubs, along with the Executive Committee held two very productive meetings of the Membership Committee meetings.

Everyone sees NFBPWC through their own experiences. We each shared what we feel are the benefits of membership in this wonderful organization. Here are some things to consider when you are talking to potential members. \*These are in no particular order of prominence.

L3 Program

Monthly Magazine

Global Reach /Worldwide Contacts

Consultive Status at UN

Diversity of Options for Women

Education



Active Committees

SHETALKS

NFBPWC Good Health Program

Educated and Connected Executive Committee and Board of Directors

Legislative Participation/Opportunities

Advocacy

Fellowship(local/state/nat'l/int'l)

## ???A FULL PLATE???

Marsha Riibner-Cady summed up the benefits of membership for NFBPWC very nicely. She described it as a Full Plate.

*"We offer a tremendous amount of options for women...We are gonna fill your plate. You don't have to feel like you have to eat it all, but your plate will be full!"*

Though our plate is full to overflowing, we will continue to seek out what more we can offer and how we can be of service.

--

Gratefully presented,

Barbara Bozeman

*The Membership Committee will be meeting again in September.*



## Virtual Club | NFBPWC Benefits

### NFBPWC Virtual:

We welcome all members and individuals to participate

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

### Which NFBPWC Benefit is most valuable to you?

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

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

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

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

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

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





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



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



As the 2<sup>nd</sup> VP of Advocacy, I am thrilled to announce that thanks to the approval and support of the EC, our organization has invested in a new digital advocacy tool!

OneClick Politics is an online advocacy and engagement platform that connects supporters **directly** with elected officials and decision makers through email, SMS, voice calls, social media channels, and more. It even provides advocates with the ability to send a brief video message to their target audience.

Our first venture with OCP is to encourage the Senate to take action and reauthorize the Violence Against Women Act (H.R. 1620), which was passed by the House on **March 17, 2021** but has yet to be taken up in the Senate.

If you haven't already, please visit the landing page for this campaign and use it to let your Senators know that we are watching and we know there is no excuse for not taking action on this bill. Then share the campaign with your friends and family.

We are working to integrate this with our website (if not completed by the time this goes to print), but for

now, you can visit the campaign page [here](#). There are script suggestions and pre-formatted emails to help you with the verbiage. You can personalize your message or use them as they are. Much of the work has been done for you but we need you to take it from here. Your engagement is crucial to helping us establish best practices and learn how to fully leverage its abilities.

It is highly likely that many of you have already begun to envision the multiple issues we can utilize this tool for. Know that your Advocacy Team and the EC have big visions for its use. We will be working to formulate a process for chapters and affiliates to request campaigns relevant to them on a more local level.

Until then, be sure to engage with our current and future campaigns and enjoy the ability to connect with your representatives in just "One Click!"



Many thanks to our interns Bryn Norrie and Anissa Yip for their assistance in putting this campaign together...with an extra "shout out" to

Bryn for researching and gathering the details regarding the bill and for generating the email and phone/video script content. These young ladies are definitely going places!

Let's get clicking!

All the Best!

~Daneene

P.S. Please be sure to read the supplemental Advocacy submissions by Sue Oser and Nancy Werner. Thank you ladies!!!!

## OUR ADVOCACY TEAM

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

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

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

*Will be working with UN Chair:*

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

## Advocacy ERA Team Report

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

### This is the Year for ERA!

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

Update – Tuesday, June 22, 2021- The E.R.A. Coalition held a Town Hall Meeting featuring the U.S. Senate. Carol Jenkins, President and CEO of the ERA Coalition introduced a list of Senators. We heard from Lisa Murkowski, R-Alaska, one of the two main sponsors of the E.R.A. bill – S.J. Res.1. Bob Casey, D-Pennsylvania, shared that the E.R.A. is long overdue. He shared his commitment to women of Pennsylvania and his four daughters. Sen. Susan Collins-R-Maine shared the story of Margaret Smith who when asked, “What is a women’s proper place?” She replied, “Everywhere.” Sen. Angus King -I-Maine also shared his support of the E.R.A.

But the presentation of Sen. Ben Cardin, co-sponsor of the S.J. Res. 1, was the most empowering of them all. He shared that “This is the Year for ERA! This is once in a generation that bipartisanship should enact on this important matter. Too many citizens believe the Constitution already provides these rights to women. People do not know the facts. We need to remove the time limit that was imposed on the E.R.A. passage.” He was ardent that he would gather the needed Senators to come on Board for its passage. We will need the 60 Senators. YouTube has more of the taped Senators for us to hear.

We learned about the Three State Strategy Bill to remove the time limit on the E.R.A. ratification process and declare it complete when  $\frac{3}{4}$  (38) of the states ratify, thereby retaining the existing 35 states ratifications as viable.

The most important assignment for you and me is to contact our U.S. Senators and really put the pressure for them to sign onto the S.J. Res.1. When asked which Senators to call -ALL but Sen. Portman, Tomney, Romney, Capito, Blunt and Burro were mentioned as imperative.

But we also heard from Linda Cobley, Esq. the attorney who has led the way with information on the E.R.A. journey through the Washington D.C. court. She reminded us how the House of Representatives voted to remove the time limit from the ERA back in January but here we are in late June, the Senate has not touched S.J.Res.1. The Senate will be taking vacation for the July 4th and again a full month of August. Time is important.



Ms. Colbey, Esq., also updated us on the two court cases -Massachusetts and Washington D.C. where both decisions are now being appealed. But appeals are very, very slow. But she was glad that the appeal in the D.C. Court will keep the E.R.A. on the front burner. Now this is the one where the National archivist, David Ferriera, would not write the ERA into the Constitution as the 28<sup>th</sup> Amendment even after having Nevada, Illinois and Virginia become the last of the 38 states to ratify the ERA. The former Attorney General William Barr issued a memo halting this procedure.

Now, we do not have a legal counsel in the Justice Department to examine and withdraw the former opinion. Charles Schroeder will begin his candidate hearing tomorrow, and everyone is hopeful that he will receive the position. The Attorney General Merrick Garland has yet to rescind the Trump Administration's/William Barr memo. Again, time is important.

We also learned that the states that wished to rescind their ERA passage, may NOT change their minds. Once these states ratified the ERA, it stays ratified.

Ms. Colbey, Esq. also told us to be prepared in the Fall to again support her legal filings with Amicus briefs from the organizations who wish to see the ERA passed. (I did it for the NFBPWC two summers ago, I will do it again if asked.)

But what was encouraging to her was the increased number of religious groups who are out there supporting the ERA. We need to find more groups to support the ERA. We need to be heard. Start making noise. Write letters to the newspapers. Use the social media with accurate information. Call sister organizations and try to bring attention to the E.R.A. We need to be HEARD.

But speaking of noise, please read Lilly Gioia's recap of the E.R.A. Sentinel Project (under PA/National news information in this E News) that there is picketing in front of the U.S. Justice Department. The Equal Means Equal group feel that Attorney General Merrick Garland should have rescinded the Trump's administration/ William Barr's memo to stop the National Archivist from placing it in the Constitution. They took action.

The Sentinel Project began on June 10. They need women to join the daily picketing from 8 to 10 and from 4 to 6 daily. Signs were made and are there for you to carry. They are asking for financial support to hire women to picket if you can't. They are planning to continue to picket to early July and then reevaluate this activity. [Http://www.equalnmeansequal.org](http://www.equalnmeansequal.org)

But Lilly also addresses the E.R.A. is good for the economy. An article was written by Carol Jenkins, president and CEO of the E.R.A. Coalition, and Christian F. Nunes, president of the National Organization for Women, stating their opinion pieces in the Hill on 6/16/21 and Real Clear Markets on 6/17/21 about the importance of the Equal Rights Amendment to the U.S. economy. (This is the last article that Lilly wrote in her monthly report. If you are presenting any time on behalf of the E.R.A. just use information from this summary. It really hits home what the E.R.A. would do for EVERYBODY!)

One other E.R.A. advocate, Zoe Nicholson, shared an outstanding presentation on Alice Paul on Saturday, June 19. Brought to us by Martha Wheelock, A Wild West Women Production, Zoe shared everything she knew about Alice Paul and the path of the E.R.A. from the women's suffrage movement to writing the E.R.A. amendment in 1923 to the present. Zoe shared Alice Paul's timeline with facts and photographs to support the story. Zoe shared information that I found fascinating, and I did not know. But her message- Make the noise. Send out the tweets, letters, postcards, phone calls, be persistent because no one is listening until we make the NOISE.

Zoe's presentation is scheduled to be repeated on July 17. There was a cost to join but I felt it was well worth it.

That is our challenge NFBPWC. This is the Year for E.R.A.!

## Advocacy Team LGBTQ+ Report

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

### Learning more about the LGBTQIA+ community

Those of us who do not identify as someone who is part of the LGBTQIA+ community, can be impactful by buying from businesses that support the community, donating money and/or time to causes that promote LGBTQIA+ causes and help fight for the rights of LGBTQIA people. The need for advocacy for this community goes beyond just Pride Month. In addition, one can educate themselves on the finer details on the community's history.

Starting this month, we are going to cover the various flags that make-up the LGBTQIA+ community. You have probably seen the various colors ranging from the rainbow flag, the transgender pink, white, and turquoise flag, etc. Now, you can learn about them.

#### Flag of the month

##### Traditional Pride Flag

In 1978, the iconic pride flag that we all know, and love made its debut in San Francisco, California. The rainbow flag had eight colors, which symbolized love and diversity, and was designed by artists Gilbert Baker.

Here is what the colors represent:

Red – life

Orange – healing

Yellow – the Sun

Green – nature

Blue – harmony but used to be art

Purple – spirit

Hot pink and Indigo, which were left out, represent sexuality and harmony. They have recently been added on. There will be more information on those colors in a future article.

(Source: Pride Palace:

[https://pridepalace.lgbt/blogs/news/when-is-pride-month?utm\\_source=SK%3A%20Engaged%20Newsletter%20%28120%20Days%29&utm\\_medium=email&utm\\_campaign=History%20of%20Pride%20Blog%20%28Vd9Qpz%29&\\_ke=eyJrbF9jb21wYW55X2lkjogIlhTanhzOCIsICJrbF9lbWFpbCI6ICJzX2VsYWluZUB5YWhvby5jb20ifQ%3D%3D](https://pridepalace.lgbt/blogs/news/when-is-pride-month?utm_source=SK%3A%20Engaged%20Newsletter%20%28120%20Days%29&utm_medium=email&utm_campaign=History%20of%20Pride%20Blog%20%28Vd9Qpz%29&_ke=eyJrbF9jb21wYW55X2lkjogIlhTanhzOCIsICJrbF9lbWFpbCI6ICJzX2VsYWluZUB5YWhvby5jb20ifQ%3D%3D)

#### More LGBTQIA+ education FYI:

What Makes Pride is a new series from PFLAG National, hosted by Melissa Harris-Perry, dedicated to uplifting the work and lives--and sharing the stories--of LGBTQ+ BIPOC people, communities, and grassroots organizations.

Several episodes are posted on the PFLAG website here:

<https://pflag.org/whatmakespride?eType=EmailBlastContent&eId=2e3949e3-f145-4645-b4ae-a5e3f25a7405>



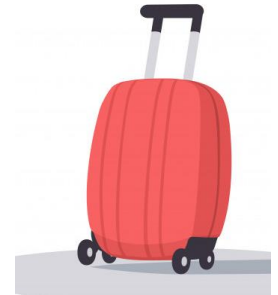
## From the Desk of the Secretary



By: Barbara Bozeman  
Secretary, NFBPWC 2020-2022

### **PACKING MY MENTAL SUITCASE FOR TRAVEL** from Barbara Bozeman Secretary

For a few weeks I have been dreading what some might feel would be an exciting thing in the wake of pandemic. I'm planning the first of two trips northward to spend time with family. As much as I am looking forward to seeing my family again, it means it will be necessary to face, address, and survive (lol) differing opinions on the pandemic aftermath, i.e., vaccines, masks, social distancing, etc. I admit to some trepidation about having those conversations.



I found help and some good advice in an article from Christine Fellingham: "The New Houseguest Rules."

The four things Christine advised are bolded and followed by how I plan to use them for my trips. (The link to the original article is at the end. Well worth reading!)

**1) Negotiate ahead of time.** For me that will mean having talks with those I visit to make sure I know what their comfort level is. Mask or no mask, hug or no hug, how long, etc.

**2) Don't spark debates.** I'm there to visit – not to debate about someone else's choices regarding conduct. I plan on focusing on the fun and the other million things we can talk about, catch up on, enjoy.

**3) Separate.** Recognizing that spending time in a crowd is not something most of us have done for a year can make us a bit anxious and feel physically crowded or even claustrophobic if we jump back in full bore. Not only for myself, but for those I am visiting, I plan to indulge myself by giving them and myself space. Physical space. This can be something as simple as reading a book, taking a walk or going for a drive.

**4) Keep it short.** Overstaying is like eating a whole pizza by yourself. Might **seem** like a good idea, but better to give them and myself some space by making it a shorter visit. As much as I would love to spend a few weeks up there, better to make this first foray a shorter one.



After reading Christine's article and following up on some of the information she included in her article, I now feel more ready to pack my mental suitcase for this summer of travel.

<https://www.aarp.org/home-family/friends-family/info-2021/new-houseguest-rules.html>

## Treasurer's Report



By: Deborah Fischer  
Treasurer, NFBPWC 2020-2022

### See what the U.S. Dept of Treasury can do for your Business!

#### Small Business Programs

##### STATE SMALL BUSINESS CREDIT INITIATIVE (SSBCI)

SSBCI supports state programs that, in turn, use the funds to support private sector loans and investments to small businesses and small manufacturers that are creditworthy but are not able to access the capital they need to expand and create jobs.

##### SMALL BUSINESS LENDING FUND (SBLF)

The Small Business Lending Fund (SBLF) provided capital to qualified community banks and community development loan funds (CDLFs) to encourage these institutions and Main Street businesses to work together to promote economic growth and create new jobs. Through the SBLF program, Treasury invested over \$4.0 billion in 332 institutions, structured to incentivize increased small business lending.

##### COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS FUND (CDFI FUND)

The CDFI Fund promotes economic revitalization and community development in low-income communities through investment in and assistance to mission-driven lenders known as Community Development Financial Institutions (CDFIs) and other community development organizations. The CDFI Fund accomplishes this goal through the Community Development Financial Institutions Program, the New Markets Tax Credit Program, the CDFI Bond Guarantee Program, the Bank Enterprise Award Program and the Native American CDFI Assistance Program.

##### OFFICE OF SMALL AND DISADVANTAGED BUSINESS UTILIZATION

The Office of Small and Disadvantaged Business Utilization assists, counsels, and advises small businesses of all types (small businesses, small disadvantaged business, women-owned small businesses, economically disadvantaged women-owned small businesses, veteran owned small businesses, service disabled veteran owned small businesses, and small businesses located in historically underutilized business zones) on procedures for contracting with Treasury.

#### Assistance for Small Businesses

##### SMALL BUSINESS TAX CREDIT PROGRAMS

The American Rescue Plan extends a number of critical tax benefits, particularly the Employee Retention Credit and Paid Leave Credit, to small businesses.

##### EMERGENCY CAPITAL INVESTMENT PROGRAM

The Emergency Capital Investment Programs support the efforts of low- and moderate-income community financial institutions.

##### PAYCHECK PROTECTION PROGRAM

The Paycheck Protection Program is providing small businesses with the resources they need to maintain their payroll, hire back employees who may have been laid off, and cover applicable overhead.

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

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

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

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

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

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

You may designate your donation towards one of the following:

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

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



## NFBPWC Young BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC

**YOUNG BPW**  
*learn - connect - take action*

### Attention all Young BPW & Student Members!

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

### What is Young BPW?

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

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

**ANNOUNCEMENT:** We now have a special sub-chapter for Students called the Student Momentum Club! Most state-wide clubs have entered into this new



initiative to bring in more students at a more affordable rate (\$30) and to also provide students more hands-on support as they pursue their education. Have a student in mind? Sign them up here:

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

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

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



@YoungBPWUSA



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

## Environment and Sustainable Development Committee



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

### Let's talk about PFAS (it is as bad as it sounds)

An important part of my job working as a sustainability and resilience strategist is to stay up

to date on the latest scientific findings and studies.



**Figure 1:** How PFAS can enter the body through the cosmetic items that contain them (Source: [Environmental Science & Technology Letters](https://pubs.acs.org/doi/pdf/10.1021/acs.estlett.1c00240))

Sadly, this built up my tolerance for highly disturbing information, and it takes something extraordinarily bad to startle me. A few weeks ago, I found myself profoundly disturbed by a study on the chemicals included in cosmetic products. The study found over 50% of 200+ North American cosmetic products tested contained toxic per- and polyfluoroalkyl substances (PFAS); most of the tested products did not disclose PFAS in their ingredients lists<sup>1</sup>. To be clear, the study does not mention how much PFAS exposure would result from using these products, and, currently, there is no scientifically-based conclusion on what constitutes a harmful level of PFAS exposure for humans. That said, I feel compelled to share with you what I learned and why I am so concerned.

PFAS are known as “forever chemicals” because they do not break down naturally. This means once PFAS enter our bodies, they continue to accumulate.

Research has linked PFAS to a slew of negative health issues, including increased cancer risks, liver impairment, decreased fertility, and weakened immune response<sup>2</sup>. According to the study, the cosmetic items with the highest levels include waterproof mascara (82%), liquid lipstick (62%), and foundation (63%)—all products that could easily penetrate into our bodies both directly and indirectly (Figure 1). I had known and deeply concerned about PFAS in water systems for some time, but I clearly did not grasp just how universal their presence is. A 2005-2013 environmental study of over 69,000 people in the Ohio River Valley found that people who were exposed to higher-than-normal levels of PFOA (a type of PFAS) had increased risk of high cholesterol, ulcerative colitis, thyroid disease, testicular cancer, kidney cancer, and pregnancy-induced hypertension<sup>3</sup>. The findings helped over 3,000 affected community members reach a \$670 million settlement with DuPont Chemical Company, which was accused of contaminating the local drinking water with PFOA. Knowing that, it made me feel sick to know I was actively introducing toxic chemicals of any amount into my body without realizing it every time I put on makeup.



**Figure 2:** Common Items Containing PFAS (Source: [Earth Justice](https://earthjustice.org/))

PFAS is widely used in fire- and water-repellent products (e.g., Gore-Tex, ScotchGuard, spill-proof

<sup>1</sup> Environmental Science & Technology Letters. <https://pubs.acs.org/doi/pdf/10.1021/acs.estlett.1c00240>

<sup>2</sup> Center for Disease Control and Prevention. <https://www.atsdr.cdc.gov/pfas/health-effects/index.html>

<sup>3</sup> C8 Science Panel. <http://www.c8sciencepanel.org/>

carpets), nonstick pans (e.g., Teflon), fast food wrappers, microwave popcorn bags, and firefighting foams used at military bases and commercial airports (Figure 2). As there is no regulation or treatment guidelines mandated for facilities that use or produce products containing PFAS, the chemicals have freely made their way into the groundwater, surface waterbodies, and even the rain<sup>4</sup>. The most common way PFAS enters the human body is through drinking water, yet neither the utilities nor the drinking water agencies are required to monitor PFAS levels in the waterbodies they manage.

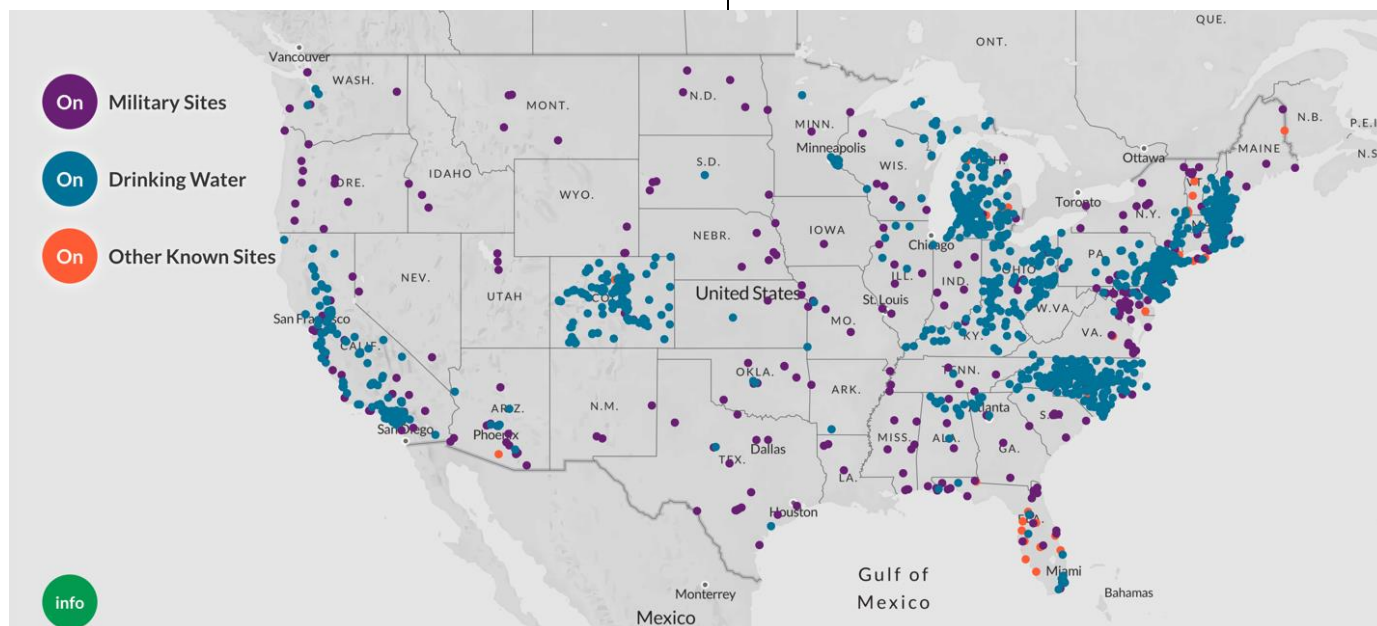
In January 2020, the Environmental Working Group (EWG) reported finding PFAS in the drinking water of most major U.S. cities, including 34 that were not previously reported to the EPA<sup>5</sup>. Among the previously unreported was Quad City, Iowa, where 109.8 ppt of PFAS was detected – 1.5 times the EPA's recommended limit of 70 ppt. Of the sampled cities, the highest level was detected in Brunswick County, North Carolina, at 185.9 ppt. All in all, 2,337 contaminated public and private water systems were detected in 49 states (Figure 3), serving over 200 million Americans<sup>6</sup>.

In order to prevent mass paranoia, we need to understand the threshold at which PFAS exposure becomes harmful. After all, 97% of Americans, including newborn babies, already have PFAS in their blood<sup>7</sup>. Unfortunately, scientists do not currently know the answer.

In the meantime, I suggest we become familiar with the products that contain PFAS and be mindful about avoiding them. For my part, I started by tossing my waterproof mascara into the trash and researched PFAS-free makeup options (of which there are many). Below are some resources for your immediate use:

- [EWG's guide to avoiding PFAS](#)
- [PFAS-free products guide](#)
- [L.A. Times' recommendation on treating PFAS-contaminated water](#)

In the long run, this is a grave issue that will continue to threaten our health and wellbeing unless the root causes are addressed. This would require all of us demanding regulatory action, at a minimum, to limit PFAS level in our drinking water supply and consumer products and cleaning up contaminated sites, including military bases and manufacturing facilities.



**Figure 3:** Map illustrating the prevalence of forever chemicals in our water system across the country (Source: [EWG](#))

<sup>4</sup> Grist. <https://grist.org/science/its-raining-forever-chemicals-in-the-great-lakes/>

<sup>5</sup> Environmental Working Group. <https://www.ewg.org/research/national-pfas-testing/>

<sup>6</sup> Environmental Working Group. <https://www.ewg.org/interactive-maps/pfas-contamination/>

<sup>7</sup> Center for Disease Control. <https://www.niehs.nih.gov/health/topics/agents/pfc/index.cfm>



## Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

**Butterflies are in bio-crisis!** We know not to use pesticides or any type of poison in our gardens; to allow certain weeds to grow, including dandelions, violets, and thistle; and to raise our mower blades to 3-4 inches.

**What about the plants?** All butterfly gardens should contain milkweed: common milkweed, swamp milkweed, and butterfly weed. Herbs, such as dill, fennel, and parsley, are excellent host plants for eggs and caterpillars. Zinnias, daisies, marigolds, snapdragons, verbenas, and lantanas are annuals that provide excellent forage. Perennials, such as hollyhocks, black-eyed Susans, yarrow, lavender, coreopsis, and Agastache, are excellent choices. Don't forget the native plants:

purple coneflower, Joe-pye weed, asters, goldenrod, and ox-eyed daisies, to name a few.

Plant in masses and choose a variety of plants that will bloom at different times providing both hosts and



nectar plants. Provide puddling spots for watering and flat spots for warming. Avoid using a yard sprinkler during warm times of the day.

## Lifelong Leadership & Learning (L3) Report

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

### Lifelong Leadership & Learning (L3)

NFBPWC is experimenting with a hybrid of options to best reach our members in 2021. The L3 Series offers 15 personal and professional development modules. And, we have 15 certified facilitators around the country prepared to teach them! These modules are designed to give NFBPWC members the tools to become more successful personally, professionally and politically. Visit our page on the NFBPWC website for more information.

To schedule a module for your organization, contact Kathy Kelly, [L3Chair@nfbpwc.org](mailto:L3Chair@nfbpwc.org)

### New Member Onboarding!

The L3 Team will be providing an orientation to new members of our organization where you can meet other new members, learn how to navigate the organization, access resources, determine how to get involved and build your leadership skills. The orientation will consist of two sessions each 75 minutes in length.

Stay tuned for dates and times, or contact Kathy Kelly, [L3Chair@nfbpwc.org](mailto:L3Chair@nfbpwc.org) for more information.

## Mentoring Committee Report

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

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

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

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

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

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

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

### New Mentoring Concept - your thoughts?

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

Mentoring general areas (not set in stone):

- ⇒ Accounting/CPA
- ⇒ Business development
- ⇒ Care-giving: child and/or parent
- ⇒ Consulting
- ⇒ Digital Media design/creation
- ⇒ Education
- ⇒ Engineering
- ⇒ Governance
- ⇒ Graphic Design
- ⇒ Health care/medical
- ⇒ Home-based business
- ⇒ Law
- ⇒ Leadership
- ⇒ Performance: music/theater
- ⇒ Publishing
- ⇒ Real Estate/Realtor
- ⇒ Research
- ⇒ Travel
- ⇒ Training/teaching
- ⇒ Writing
- ⇒ And many more...

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

We need your participation.

## Digital Training Committee Report

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

The digital training team meets the first Wednesday (July 7) of the month at 5 pm Eastern here:  
<https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhiSVBlcz09>

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

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

Be well and join us for WWW!

## Website Committee Report

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

A TIMELINE OF ACTIVISM & SUCCESS

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

Lea-Ann W. Berst  
Website Special Committee Chair,  
NFBPWC 2020-2022  
[website@nfbpwc.org](mailto:website@nfbpwc.org)

**REMINDER:**

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

Thank you!!

Lea-Ann



## Social Media Committee Report



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

### *Why do we have social media platforms? Tiktok*

Throughout the last four months we have been talking about different social media platforms that you can take advantage of personally, professionally, and as a part of BPW. This month we are going to focus on Tiktok

#### What is Tiktok?

TikTok is a popular short-form media application that allows users to create videos as short as 15 seconds to 3 minutes. Videos are always done on a cellphone. These videos can be set to music, have interesting graphics and even sound effects. All users from the

amateur to the professional can be creative on this application and even collaborate with other creators on the platform with split-screens.

#### Why do we have TikTok?

TikTok is a recent social media application that has taken off within the last few years because of its quick timing. Even if you are not a user, you can still enjoy videos at your leisure and connect with people by liking videos, sharing your favorites and even a few rare live streams from these creators. However, as the application keeps evolving, it has become one to advertise and guide users to other platforms such as Youtube and Twitch for more interaction and community growth.

#### Why does NFBPWC need TikTok?

TikTok is one of the world's most popular social media apps and is available in more than 150 markets and 75 languages. The application had up to two billion downloads in March 2020.

Other statistics of note:

69% of users are between the ages of 13 and 24.

60% are female.

About 96 million downloads are from the U.S.A.

Source: <https://www.investopedia.com/what-is-tiktok-4588933>

#### On another note:

July is the month of:

Freedom, Independence, and cultural celebrations!

July 1 Canada Day, July 4 Independence Day, July 14 Bastille Day (France), world hemp month, cell phone courtesy month, contract sewing month, and culinary arts month.

August is:

National Dog Month, Black Business Month, Children's Eye Health, Safety Month, Family Fun Month, Get ready for Kindergarten Month, Awareness for cataracts, medical alert bracelets, national immunization month and World Breast Feeding Week

## July Highlights in US Women's History

In July we celebrate essential democratic anniversaries — the birth of the United States on July 4, 1776 and the birth of the Women's Rights Movement on July 19-20, 1848.

### Anniversary of the First Women's Rights Conference (July 19 and 20)

On July 19-20, 1848, Elizabeth Cady Stanton and Lucretia Mott spearheaded the first women's rights convention in American History. Over 300 women and men came to Seneca Falls, New York to protest the mistreatment of women in social, economic, political, and religious life. This marked the first public meeting calling for women's right to vote.

### July Women's History Events

- **July 2, 1979** – The Susan B. Anthony dollar is released
- **July 2, 1937** – Amelia Earhart's plane is lost in the Pacific Ocean near Howland Island
- **July 2, 1964** – President Lyndon Johnson signs the Civil Rights Act; Title VII prohibits sex discrimination in employment
- **July 4, 1876** – Suffragists crash the Centennial Celebration in Independence Hall to present the Vice President with the "Declaration of the Rights of Women" written by Matilda Joselyn Gage
- **July 6, 1957** – Althea Gibson is the first African American woman player to win a Wimbledon title in women's tennis singles
- **July 7, 1981** – President Reagan nominates Sandra Day O'Connor as the first woman Supreme Court Justice?
- **July 12, 1984** – Representative Geraldine Ferraro (D-New York) is chosen as the first female to run for Vice President of the United States on the Democratic Party ticket with Walter Mondale (D-Minnesota)
- **July 14, 1917** – 16 women from the National Women's Party were arrested while picketing the White House demanding universal women's suffrage; they were charged with obstructing traffic
- **July 19-20, 1848** – The Seneca Falls Convention, the country's first women's rights convention, is held in Seneca Falls, New York Women's Rights Movement
- **July 20, 1942** – The first class of Women's Auxiliary Army Corps (WAAC) begins at Fort Des Moines, IA
- **July 29, 1974**. "Philadelphia Eleven" deacons (Merrill Bittner, Alla Bozarth-Campbell, Alison Cheek, Emily Hewitt, Carter Heyward, Suzanne Hiatt, Marie Moorefield, Jeannette Piccard, Betty Schiess, Katrina Swanson, and Nancy Wittig) ordained as the first women Episcopal priests

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

## Engage with NFBPWC on Social Media



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



[https://www.youtube.com/channel/UC2l\\_ciXLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg)



<https://twitter.com/nfbpwc>



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



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








## LADIES, YOUR HEALTH IS IMPORTANT!

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



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

### GOOD HEALTH PROGRAM FEATURES:

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

See the reverse side for more plan information.

## What's Included in this plan?

### Telemedicine

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

### Mental Wellness

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

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

### Dental Care

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

### Vision Care

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

***This plan is not insurance.***

*Not available in WA.*

### Prescriptions

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

## Plan Options

 **Member Only**  
\$16.00 / month

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

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

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

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

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



# State Federation & Clubs News

## NFBPWC Arizona

### Executive Committee 2020:

Theresa Dolan                      President

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

## NFBPWC California Federation

### Executive Committee 2021-2022:

Lynn Brandstater	President
Anne Marie Johnson	Treasurer
Barbara J. Davis	Secretary
Rosemary Enzer	Immediate Past President

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

By: Lynn Brandstater, President, CFBPW California

Summer is quieter for BPW in our state and some clubs choose to take a break. But not all of them. On July 13, at noon Pacific time, the Downtown Sacramento club will meet virtually. Their program will be presented by Dr. Susan Walsh, the past President of Merced College. Her topic is, "The Political Campaign That Changed the World: 1911 California." Contact Katherine Winans to zoom in. To the south, the Burbank club has taken on a new project. It stemmed from one of their recent meetings when they learned about the challenges faced by foster care youth in Los Angeles County as they mature. For those able to begin college in the dorms, they need to transport their possessions safely and in a way that shows them beginning dorm life like all students. Yes, the pictures of foster youth in LA moving from home to home dragging what they can in plastic garbage bags is sadly true. So, Burbank club members are collecting duffel bags and donations to purchase duffel bags to give to the college bound youth. Immediate Past National President and Burbank club member Sandy Thompson will be happy to take your donations.

The deadline to submit this July update precludes giving an update on California's organizational structure. As I previously wrote, we have Districts, and the Districts have been discussing if they should maintain the status quo, dissolve, or organize differently. The impetus for this was to see if freeing up members from District activities would encourage members to give more time to club and State leadership roles. Two of the four Districts are clear they wish to remain in place as is, and the decisions of the other two will be reported in the August update. The "buzz" this President has gotten is that members really enjoy the Districts as a bridge between the clubs and the State. Not all affiliates operate this way, but I share this because it begs the question of how we encourage members to move up the leadership ladder no matter how your local BPW operates.

All the California members wish our BPW sisters a happy and safe Fourth of July. Celebrate the red, white and blue....it's as easy as ABC...and continue to Advocate, Believe and Communicate!

## NFBPWC Colorado Federation

### Executive Committee 2021-2023:

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



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

BPW Colorado held its Annual Convention on June 13 via Zoom. We worked hard to move forward despite the difficulties the past COVID year had presented, including a drop in membership.

We were happy that our nominating committee was able to find people to fill all the officer positions – and the slate was elected unanimously:

- President – Evie Hudak
- 1st Vice President – Sharon Simmons
- 2nd Vice President – Linda Sue Shirkey
- Secretary – Sara Bastini (re-elected)
- Treasurer – Cynthia Wieme (re-elected)

We were sad to share a moment of silence in honor of two valued members/sisters who passed away during the last year (although not from COVID): Marcia McLagan-Clark, from BPW Northwest Metro, and Cheryl Rotkovich, our former Treasurer and member of BPW Aurora.



Our chapters provided reports on what they have done during the past year. Two chapters – Denver and Virtual – reported that they have combined their programs to make them more accessible during the pandemic. Not surprisingly, BPW Virtual grew substantially during the past year. BPW Northwest Metro reported that they met via Zoom all year; they spent a fair amount of time at the beginning of the year allowing members to share how they were feeling and coping with the pandemic. BPW Boulder reported that their Celebration of Women event held in conjunction with the Colorado Women's Education Foundation fundraiser was a big success. Unfortunately, there were two chapters not represented at the convention, and they might not be continuing.

We adopted a budget for the new fiscal year, with many

thanks to our super Treasurer, Cynthia Wieme. She has done an outstanding job despite not being able to ask questions of the deceased past Treasurer. We begin the new year with a large amount in our savings, which can be largely attributed to the leadership of our president Kathryn Wallace.

We passed two motions at the meeting:

One was to implement a student membership for \$30, which will go to NFBPWC to forward to BPW International, with no money retained for state or national.

The other one was to establish a task force to consider changing our fiscal year to the calendar year, which is what national uses.

Our afternoon workshop was on diversity, equity, and inclusion, presented by Sher Singh. Several other BPWs have had this important and meaningful presentation. We especially appreciated these two quotes that she shared: From Isaac Asimov, "Your assumptions are the window on the world. Scrub them off every once in a while, or the light won't come in." From Chimamanda Ngozi Adichie, "The problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story."



ALL ATTENDEES AT INDUCTION CEREMONY

In the late afternoon we met in the back yard of our past president Deb Fischer for an induction ceremony. Kathryn Wallace presented the Lifetime Achievement Award to Cynthia Weime. Then a special award was presented to Kathryn Wallace for her exemplary leadership, of which one Midyear Convention and two Annual Conventions had to be done virtually because of the pandemic. She stated how much she appreciated how hard we all worked and was thankful the new board is ready to move forward with gusto! Evie Hudak ended the Annual Convention by telling everyone that her theme for her presidency is "RENEW AND REFRESH."

## BPW Colorado Green News

### Colorado's Plastics Bill Passed

I would like to thank everyone who helped to get Colorado's SB21-1162 bill passed! We've been working on this one for three years or more. Below is the press release that Eco-Cycle sent out on June 8, 2021.

#### "COLORADO PASSES MOST COMPREHENSIVE PLASTIC POLLUTION REDUCTION LEGISLATION IN STATE HISTORY"

Today, House Bill 21-1162 — the Plastic Pollution Reduction Act — passed a final vote in the House by a count of 41-24. The bill is an important step in addressing the growing threat that plastic production and pollution pose to our climate and the health of people, wildlife, and the planet. With this statewide ban of polystyrene take-out containers and single-use plastic bags, Colorado will become a national leader in tackling the plastic pollution crisis.

The bill now heads to the Governor's desk to be signed into law, and includes the following provisions:

- A ban on polystyrene (aka Styrofoam) take-out food and beverage containers.
- A ban on single-use plastic carry-out bags (and a fee on paper bags to encourage reusable bags). Small businesses would be exempt from the ban on single-use plastic bags, but the ban would still apply to large grocery and retail stores.
- A strike on a 1989 law that prevents local communities from regulating plastics and managing their own plastic pollution.



Much thanks to [Representative Cutter](#), [Representative Alex Valdez](#), [Senator Leroy Garcia](#) and [Senator Julie Gonzales](#) for sponsoring the bill and for their committed leadership in creating a more sustainable future.

The bill would not have been successful without strong public comment and support – THANK YOU to all who wrote to their State Representative or State Senator to advocate for the passage of this bill!”

While this is such great news, we should not rest on our laurels. Please help by reducing your use of single-use plastics by following these tips:

- Wash out and reuse plastic bags and Ziploc bags.
- Carry and use a reusable water container instead of water packaged in plastic bottles.
- Carry and use a reusable coffee container instead of to-go coffee cups.
- Carry and use your own cloth bags to buy products in bulk instead of packaged in plastic.
- Move towards using natural fiber clothing, such as cotton, linen, silk.
- Use your reusable shopping bags for any shopping, not only at the grocery store.
- Carry and use containers for leftovers when eating out. (This can make a huge difference! Even if the restaurant uses recyclable plastic or compostables, it is more important to Reduce and Reuse than to Recycle!)
- Buy your soft drinks in aluminum or glass containers. (These can be recycled many times over without having to extract new precious resources from the earth. Remember, the main ingredient in plastics is petroleum!)

Legislation on plastics has passed in several other states recently, but keep an eye out on the federal level for H.R.2238, Break Free From Plastic Pollution Act of 2021 bill: <https://www.congress.gov/bill/117th-congress/house-bill/2238>.

Again, I would love to hear from you on other great ideas about how you are reducing your use of single-use plastics!

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

## VI. WEAK RESPONSES

*59. At the same time we can note the rise of a false or superficial ecology which bolsters complacency and a cheerful recklessness. As often occurs in periods of deep crisis which require bold decisions, we are tempted to think that what is happening is not entirely clear. Superficially, apart from a few obvious signs of pollution and deterioration, things do not look that serious, and the planet could continue as it is for some time. Such evasiveness serves as a licence to carrying on with our present lifestyles and models of production and consumption. This is the way human beings contrive to feed their self-destructive vices: trying not to see them, trying not to acknowledge them, delaying the important decisions and pretending that nothing will happen.*

[Read the entire Encyclical Letter](#)

## YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie’s monthly music and “Green News,” write to [WindchimeL@aoL.com](mailto:WindchimeL@aoL.com)

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

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women



## NFBPWC South Florida

### Executive Committee 2019-2021:

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

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

## NFBPWC La Grange-Chicago

### Executive Committee 2020-2021:

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

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

By: Kathleen Ray, LaGrange-Chicago BPW

## NFBPWC Michigan

### Executive Committee 2020-2021:

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

By: Shirley Zeller, President, NFBPWC Michigan

## NFBPWC New York City

### Executive Committee:

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

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

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

The NYC Club has worked diligently on creating a viable social platform for members – and we have been able to integrate the International, National and NYC websites, as well as other information pertinent for our members. Everyone is welcome on our social platform, please do visit and sign up ([here](#)).

We have three amazing interns who are providing support at the UN, in developing our history and with grant research. In a few short weeks they have proved invaluable, and we are delighted to offer them each a one year membership in the NYC Chapter, as student members. A shout out to Emily Van Vleck who interviewed Paperboy Love Prince, the youngest candidate for Mayor in NYC (see the [interview](#) on our platform).

Our Executive Board has gone into a strategic planning mode, and with invaluable coaching by the inimitable President Emerita Burack, are developing our path towards growth and impact.

We will be holding an information session on our [Social Platform](#) and how to use it on July 19<sup>th</sup> at 7 pm. Not only will you learn to make the most of the platform, we will encourage you to discuss and share on it!

## NFBPWC North Carolina

### Executive Committee 2018-2020:

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

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



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

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

<https://zoom.us/j/93649746577?pwd=Unh0TG1CdVFramxmeIJEVThDd3V4Zz09>

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

At our June 17 meeting, Kathy Kelly, the NFBPWC chair of the Lifelong Leadership and Learning Committee (L3) was our guest speaker.

She presented the: DISC Assessment, The Art of Public Speaking, Business Etiquette and Setting Goals and Objectives.

She also spoke on setting goals and objectives using the S-P-A-G-H-E-T-T-I model. That is Specific, Potential Problems, Acceptable, Gift, Hard Enough, Evaluate, Tangible, Time Bound, Inspirational. She also talked on having SMART objectives. That is Specific, Measurable, Attainable, Realistic and Timely. Her closing thought was: "When it comes to your life, you are the one authority."



July 15, 2021, 8 pm Eastern, NFBPWC-NC meeting with speaker Hyon Rah, NFBPWC Environmental Chair, on the environment and sustainability. Title TBD

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

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

### Updates from club members:

Alice shared an article from Women's Veterans Day all about her!

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

<https://davidegrogan.com/2021/06/sergeant-alice-gallop-west-u-s-army-service-to-others-comes-first/>.

Varnell is spending the 4<sup>th</sup> of July with her family, some of which she hasn't seen in 18 months. We know you will have a great time!

Barbara has completed processing her pictures!

Jo and her daughter, Lady Di, traveled across the country from Utah to Pennsylvania and back. On the return trip they paid a visit to a very special groundhog.



Marsha missed the June meeting because she was at Girl Scout camp teaching the staff CPR and First Aid!



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

## NFBPWC North Carolina – Chatham County Chapter

### Executive Committee 2020:

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

By: Jennifer Halloran, President, Chatham County BPW



## Pennsylvania Affiliate Chapter

### Executive Committee:

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

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

By: Nancy Werner, President, NFBPWC Pennsylvania



The PA Affiliate Chapter of the NFBPWC held their meeting on Sunday, June 6 via Zoom. We always cover quite a bit of information but here are our highlights of the evening:

We discussed the proposal of the National Women's History Alliance to have August 26 as a National Equality Day. We were asked to provide any changes to their proposal which we did.

We discussed the invitation to be an affiliate with a Student Membership at the National Level. With the membership of Kayla Bancone, a recent graduate of college, we will consider this proposal. (Kayla is the granddaughter of Lilly Gioia.)

I had the opportunity to address the BPW/PA Convention on Zoom on June 12, 2021. I shared the many, many activities that NFBPWC is providing and our PA involvement. I was delighted with the requests in the "chat" from interested individuals. All requests were met with a copy of the E News and email message from me.

Speaking of membership, Cathy Collins and I attended the May 4<sup>th</sup> NFBPWC membership meeting led by Barbara Bozeman, NFBPWC Recording Secretary. We shared our notes from the discussions on how to interest others to join us. "Each one, bring one" will be used in our PA Affiliate. Last night I attended the second meeting of this group. The discussion interaction pertained to Student Members, Young BPW (18-35) and Businesses and Offices affiliations. Many ideas were shared and we were asked to come back on August 24 with one accomplishment from these mini discussions. Sounds like a great plan. We were also asked to look ahead to Equality Day on August 26 and develop an idea to interest women to learn about NFBPWC.



Can't beat Social Media! Ginny Bailey is still gathering "likes" for our group -NFBPWC-Pennsylvania. We are trying to be relevant with our history snapshots and current information on programs for women and girls throughout the Commonwealth.

Lilly Gioia, our "Legislative Reporter" is continuing to gather news across the country and in PA. Seems our Republican lead State Senate is moving full steam ahead with H.B. 1300 that will place barriers for our access to voting. News alert -It passed yesterday even after hearing many agencies who were opposing this bill. Stay tuned to what happens next in PA.

Getting ready to attend the New Hope Film Festival on Saturday, July 30<sup>th</sup>. Tickets were purchased so we can support our member, Amanda Owen, as she presents her film, "Finding Justice: The Untold Story of Women's Fight for the Vote." Can't wait!

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

We are having our next PA Affiliate meeting on Sunday, August 8, 2021 at 7:00 p.m. via Zoom. I am planning that meeting right now. We promise to give to Lee Ann, web coordinator, to place on the NFBPWC website in case anyone wishes to join us.

It is looking better and better that we will be meeting in person for a social gathering at the Radisson Hotel in Camp Hill, PA on Friday, August 13. BUT we will also use Zoom to invite our members who may not be able to attend in person. Making this a win-win deal for our PA Affiliate. Staying connected is our GOAL!

## Pennsylvania Advocacy Report

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

### E.R.A. SENTINEL PROJECT PICKETS U.S. JUSTICE DEPT:

Equal Means Equal (Equal Rights Amendment) advocates are deeply concerned that U.S. Attorney General Merrick Garland has yet to rescind the Trump Administration's/William Barr memo that effectively halted the United States Archivist from doing his ministerial duty to publish the E.R.A. as the Constitution's 28<sup>th</sup> Amendment. By organizing "Silent Sentinels" to picket entrances to the U.S. Justice Department (DOJ) two hours every morning and two hours at the close of business, E.R.A. advocates say they are continuing the work of the Silent Sentinels who, 100 years ago, fought for the right to vote. In every season 100 years ago Silent Sentinels picketed the White House demanding the United States legalize equality. E.R.A. advocates from Minnesota joined the Equal Means Equal (EME) Sentinels during the second week of picketing in mid-June, joining advocates from across the country to call media attention to the present stalemate. The E.R.A. Sentinel Project keeps growing and gaining momentum as North Carolina's E.R.A. Alliance announced plans to also stand outside the Justice Department until Attorney General Garland removes the Barr memo and frees the U.S. Archivist to publish the Equal Rights Amendment. "The timing could not be better for us given the recent and absolutely appalling news about what is going on inside the D.O.J.," said Rachel Donlan, EME Representative in D.C. organizing protesters. "Morale was high again today onsite. Cars and buses were honking at our group of Sentinels on both shifts! I have to admit it's a lot of fun," she said. When approached by Homeland Security wanting to know when this would end, we said "when the E.R.A. is published and Equal Means Equal." The E.R.A. advocates are inviting ALL women's rights organizations and corporations who publicly support the Equal Rights Amendment, to take a stand. They are welcome to bring their signs, fly their colors and join the party. Everyone is invited who cares about American women and girls to help take this E.R.A. Sentinel Project from a small protest to a massive showing of equal rights for all. Those unable to travel to Washington are invited to contribute donations via the Equal Means Equal Facebook page.

Volunteers who live in D.C. are being reimbursed \$20 an hour for their time standing for two hours weekday mornings or two hours weekday afternoons.

#### BROAD OPPOSITION TO H.B.1300, PENNSYLVANIA'S ANTI-VOTER LEGISLATION:

According to the Pennsylvania Budget & Policy Center, Harrisburg Republican leaders are embracing the "extremist agenda" which seeks to silence voters by making it harder and more confusing to vote. H.B.1300 would curtail the ability to vote in a secure, convenient and accessible manner, placing barriers and additional burdens on our grandparents and parents, on veterans and students as well as election workers, according to Policy Center Director Mark Steier. On 6/18/21 the Pennsylvania Council of Churches Ministry of Public Witness called on legislators to vote NO on H.B.1300, branding it anti-voter legislation. In a statement the Ministry of Public Witness was critical of the push for restrictive voting legislation "before Pennsylvanians notice." This bill adds needlessly strict voter ID and signature matching requirements while dramatically limiting use of drop boxes and Satellite Elections Offices.

Restricting the time Pennsylvanians have to register to vote and request ballots, this legislation also creates a "bogus partisan election oversight agency that could harm the Commonwealth's election systems," the statement charged. "These bills are by no means voting rights protections legislation—they are shameless attempts to make voting harder and our lawmakers must oppose them." The Council of Churches warned that if H.B.1300 passes, countless voters will face "nearly insurmountable challenges to casting a ballot in the future—ensuring that we will never again see the record levels of voter enthusiasm and turnout we saw in November 2020."

In a lengthy 6/18/21 statement the Pennsylvania League of Women Voters noted that H.B.1300 offers small fixes for the most pressing requests from county election officials, but far more of the bill appears designed to address non-existent problems and "discourages potential voters." The bill's provision for 'Ballot Return Locations' adds "unnecessary burden and expense to county election officials." Limitation on Ballot Return Locations would "dramatically limit the number of locations also dramatically limiting the benefit of these locations." The bill fails to "address potential intimidation of voters at Ballot Return Locations or when voting in person." It creates "a myriad of unfunded mandates that will further burden county election staff while denying them access to private funding used by many counties to accomplish these functions." PA League President Terrie Griffin concluded: "On behalf of Pennsylvania voters, we ask the Legislature to set H.B.1300 aside, wait for recommendations approved by the majority of the Election Law Advisory Board, and vote quickly on long-neglected redistricting reform bills with broad bi-partisan support, H.B.22 and S.B.222."

#### SENATE REPUBLICANS BLOCK PASSAGE OF THE PAYCHECK FAIRNESS ACT:

With all Democrats in support and all Republicans opposed, the Paycheck Fairness Act was blocked from consideration 49-50, according to a 6/9/21 U.S.A. TODAY report. Opposed by business organizations, the Paycheck Fairness Act would have made it harder for employers to pay women less than their male co-workers. At least 60 votes were needed to end a Republican filibuster and move the bill to the Senate floor for a vote. The Paycheck Fairness Act passed the House 217-210 in April along party lines as well, and is strongly supported by President Joe Biden. "We have been talking about the wage gap for years now with no action taken by this Senate," Majority Leader Chuck Schumer said. "Women with the same jobs, the same degrees—sometimes even better degrees—than their male colleagues are making less money. This is a fundamental issue of fairness." The measure would have required employers to disclose more information about their pay scales, including proving that pay disparities between male and female workers are due to legitimate, job-related reasons; prevented retaliation against employees who shared pay information with colleagues and toughened penalties against employers found guilty of violations. One day after engineering the bill's defeat, Senate Republican Minority Leader Mitch McConnell called the Paycheck Fairness Act part of the Left's "radical parade" of legislative proposals. Business groups, including the U.S. Chamber of Commerce, say the legislation would have unfairly restricted employers from compensating workers based on factors such as experience, education, location and shift work which can result in pay differentials between workers employed by the same business in similar positions.

BPWPA 2021 DELEGATES STRONGLY SUPPORT FORCED ARBITRATION REFORM—HR963:

A 6/12/21 Pennsylvania State Convention Resolution supporting mandatory arbitration reform in resolving disputes was passed overwhelmingly by BPW delegates. The need for forced arbitration reform was argued in 2018 when Supreme Court Justice Ruth Bader Ginsberg gave a stinging rebuke in her dissenting opinion. Under a 5-4 vote by one of the most corporate-friendly Supreme Courts in U.S. history, the court ruled to allow the expansion of forced arbitration. Justice Ginsberg called forced arbitration “arm-twisting,” “take-it-or-leave-it contracts.” “Nothing compels the destructive result the Court reaches today,” she stressed calling the ruling, “egregiously wrong!” Forced Arbitration denies American citizens their Constitutional right to a jury trial for dispute resolution when they are required to sign such agreements in advance and settle grievances out of court in secret, behind-closed-doors arbitration hearings. Forced arbitration clauses are routinely employed now in a majority of cell phone contracts, cable service contracts, credit card agreements, for-profit college admissions, nursing home admissions and many other venues. They affect consumers, small businesses, service members, patients and workers compelled to sign arbitration clauses as a condition of obtaining a job or using a service. Over the past 25 years forced arbitration agreements grew by more than 600% with more than 60 million workers now compelled to sign away any right to sue, join a class action suit, or appeal an arbitrator’s ruling.

Millions of women who experienced sexual harassment or assault on the job were silenced, not only by having their complaints adjudicated behind closed doors, but by “confidentiality clauses” that preclude them from ever speaking publicly about any settlement. Former Fox News anchor Gretchen Carlson when sexually harassed and humiliated by network CEO Roger Ailes, is legally silenced by a confidentiality clause. She has for the last five years, been lobbying Congress for passage of the F.A.I.R. Act (Forced Arbitration Injustice Repeal Act/H.R.963). Studies reveal that only 9% of consumers obtain relief when their disputes go to arbitration where the rules heavily favor the corporation. Arbitrators grant corporations relief 93% of the time, according to the Economic Policy Institute. Wall Street Hedge Funds who are increasingly invested in nursing home operations and buying up private medical practices, employ forced arbitration to save millions in malpractice judgments. By avoiding jury trials companies can hide misconduct and law-breaking that would otherwise become public in a courtroom.

Amazon, Inc. has been an extensive user of forced arbitration, but in early June they quietly changed terms of service after being flooded with 75,000 arbitration demands, according to a Wall Street Journal report. “Companies have spent more than a decade forcing employees and customers” into dispute resolutions outside the traditional court system. But “mass-arbitration filings” have hit companies with the potential for tens of millions of dollars in fees, the Journal reported. Amazon eventually said, “Fine, sue us.” This move by Amazon, letting customers file lawsuits, potentially opens the door to “three proposed class actions alleging the company’s Echo devices recorded people without permission.”

The F.A.I.R. Act of 2021 is scheduled to come up for a vote over the summer in Congress. It is supported by over 80 state and national organizations already, including Consumers Union, Consumer Reports, the N.A.A.C.P., the National Organization for Women, the National

Women’s Law Center, Public Citizen, the National Partnership for Women & Families, the Lawyers Committee for Civil Rights Under Law, Americans for Financial Reform, National Women’s Health Network, National Consumers League and many more. Following adoption of the Forced Arbitration Reform Resolution, BPW/PA will notify House Judiciary Committee Chairman Jerold Nadler of our organization’s support for H.B.963, the F.A.I.R. Act of 2021 that restores citizens’ Constitutional rights to a jury trial, rather than compelled arbitration.

HOW ARE PENNSYLVANIA LAWMAKERS SPENDING YOUR MONEY?

An in-depth investigation by PA Spotlight in collaboration with The Caucus tracked how the Legislature spends tax dollars on itself and how it obscures that spending. Extensive analysis of public records and 400,000 legislative expenses revealed the Legislature spent \$203 MILLION for food, housing, transport and

private rental offices plus other perks for lawmakers and their staffs between 2017 and 2020. About one in ten of those dollars--\$20 million in all over four years--went into lawmakers' pockets in the form of reimbursements for meals, mileage subsidies, per diems and other expenses. That is on top of salaries that are already among the highest of any legislature in the nation, dinner on the dime of lobbyists and interest groups, and access to campaign war chests that some have used for everything from a new pair of sneakers to a jaunt through Europe. The PA Legislature spent an average of \$51 million a year on food, lodging, travel and other perks. Thus far attempts to pass a Gift Ban bill have been fruitless. More than ten years ago a grand jury recommended eliminating taxpayer-funded partisan Caucuses, requiring receipts for lodging and food reimbursements and reducing the number of district offices to one per legislator. Itemized spending was also recommended. None of these changes were implemented. Only months ago the Republican Senate Caucus billed taxpayers \$3,000 to provide hotel space and a banquet for Rudy Giuliani's disproven 2020 election fraud "testimony" in Gettysburg. Spotlight investigators found only a handful of lawmakers report expenses on their websites and almost all of them were outdated or incorrect, according to reporter Colon Deppen. "Citizens who want to see what lawmakers are buying with their money face an array of barriers and even push-back from lawyers hired with, you guessed it, taxpayer money," Spotlight PA noted. Adding per diems and other spending to their already high salaries, some lawmakers' pay exceeds by thousands, the annual median household income of the counties where they reside. If you are interested in learning which Pennsylvania legislators are spending the most on food, lodging, mileage and more, go to [newsletters@spotlightpa.org](mailto:newsletters@spotlightpa.org).

#### PA HOUSE BILL MANDATES BURIAL OR CREMATION OF FETAL REMAINS:

Despite a promised veto by Governor Wolf, the GOP-controlled House again pushed through legislation that would mandate the disposal of fetal remains at health facilities. Lawmakers voted 118-83, according to a 6/10/21 report by the PA Capital Star, to approve a bill that gives parents the option of burial or cremation of a fetus. The bill mandates that ALL fetal remains are either cremated or buried by the parents or health care facilities. House Democrats argued that the bill would mandate how women and their families mourn. Representative Jennifer O'Mara (D/Delaware) was one of the female representatives who shared their experience with pregnancy and miscarriages.

"Under this proposed legislation," O'Mara said, "I would be forced to relive that trauma not in a way that I decided, but in a way 102 members of this chamber decided was appropriate." Should the bill become law, health facilities would be required to ask parents if they want to arrange a burial or cremation for a fetus. If the parents agree, families would be required to pay for the burial. If not, the facilities would assume responsibility for disposal. In a statement Planned Parenthood PA advocates call this legislation "cruel and dangerous."

#### OPINION PIECES ON HOW THE E.R.A. IS GOOD FOR THE ECONOMY:

Carol Jenkins, president & CEO of the E.R.A. Coalition and Christian F. Nunes, president of the National Organization for Women published opinion pieces in The Hill on 6/16/21 and Real Clear Markets on 6/17/21 about the importance of the Equal Rights Amendment to the U.S. economy. Business leaders understand and that's why they are increasingly vocal in the E.R.A.'s defense--not because they want to score political points, but because their customers demand it. "Corporate America also understands that gender equality isn't just good for business; it's vital. In June 2020, 93 companies from across the economic spectrum signed an amicus brief in Virginia, voicing their support for the E.R.A. Brands like Apple, Google, the N.F.L., Salesforce and Pfizer signed the brief because 'diversity in the workplace drives business performance.' NASDAQ is seeking regulatory permission to require diverse boards and related disclosures on companies listed on its exchange. Bloomberg created the Gender-Equality Index (GEI) to track the 'performance of public companies committed to disclosing their efforts to support gender equality through policy development, representation and transparency.'

Women drive 70-80% of consumer behavior and contribute trillions of dollars to the economy. Women start businesses at higher rates than men and are often the sole, primary, or co-breadwinners in their households.



A constitutional amendment is forever, Representative Carolyn Maloney reminds us. It cannot be rolled back, or expire. It is not subject to the whims of who controls Congress, a state house or the White House. Still the U.S. doesn't even rank in the top 60 world economies (out of 131 total) on the World Bank's Index of economic inclusion via gender legal protection. The U.S. is behind nations such as Ecuador, Albania, Columbia, Togo and Hong Kong. Aren't we better than this? We have to be. We can't build an equitable productive economy when 51% of the workforce is left behind." Jenkins and Nunes wrote. "We want and need to live in a society that respects all its citizens, not just a privileged few. There's no expiration date on equality.

Pass S.J.Res.1."

## NFBPWC El Paso Texas West

### Executive Committee:

Gloria Flores                      President

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

## NFBPWC Houston

### Executive Committee:

To be announced.

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

## NFBPWC Paso Del Norte

### Executive Committee:

Lourdes Reynes                      President

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

## NFBPWC Virtual Club

### Executive Committee:

Daneene Monroe Rusnak	President
Vacant	Secretary
Leona Phillips	Interim Treasurer

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

By: Daneene Monroe Rusnak  
President, NFBPWC Virtual Chapter

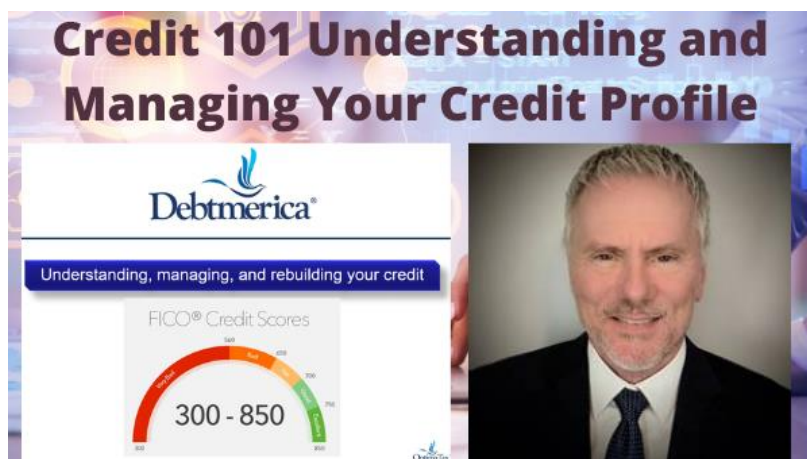
This month's program for the Virtual Chapter will feature Charles Hough, Director for Debtmerica who will present "Credit 101." Please visit the [NFBPWC Events Page](#) to register. Charles has over 20+ years of experience

in the industry and we are fortunate that he will be sharing some valuable tips with us. All members and guests are welcome. There will be a brief membership meeting proceeding the event at 3 pm PDT/6pm EDT. Members will receive details prior to that date.

As a reminder, the **"Imposter Syndrome: Is It Me?/Is It Them?"** Program has been rescheduled for September. Registration will open on July 15<sup>th</sup>.

All the Best!

~Daneene



- 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 August eNewsletter is Friday, July 23<sup>rd</sup> at 5:00 pm Mountain Time

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

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

@VestaBlueStudio

## Advertising Opportunities with NFBPWC

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

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

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

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

1. Submit your digital image to the Executive Committee as an attachment to: [ec@nfbpwc.org](mailto:ec@nfbpwc.org)

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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



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

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

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

### Economic Equity and Justice

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

### Health Equity and Justice

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

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

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



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

## Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

### Our NFBPWC Heritage



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

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

### Our ambition

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

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

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

### Affiliate Benefits

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

### Individual Benefits

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

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

