



Women's History Month

MARCH 2021 ISSUE

NFBPWC **Newsletter**



UNITING AND ADVOCATING FOR WOMEN

In This Issue

About NFBPWC	2
Health Alert by the Executive Committee	3
President's Message – Megan Shellman-Rickard	3
Membership News – Larisa Miller	5
Momentum Club Virtual Club Benefits	5
A Celebration of Life – Eleanor “Ellie” Mires	6
Advocacy Report – Daneene Rusnak	7
Team Education Report – Evie Hudak	8
Team LGBTQ+ Report – Susan Oser	9
Team ERA Report – Nancy Werner	10
Secretary Letter – Barbara Bozeman	10
Quilt With Me, Won't You? – Barbara Bozeman	12
Treasurer's Report – Deborah Fischer	13
Young BPW – Ashley Maria	14
Environment Report – Hyon Rah	14
Bring Back the Pollinators – Marikay Shellman	16
Health Committee Report – Keri Hess	17
Lifelong Leadership & Learning – Kathy Kelly	17
Mentoring Committee Report – Dr. Trish Knight	18
United Nations Report – Susan O'Malley	19
UN Commission on the Status of Women – Lilly Gioia	20
I'm "Parallel Parking" in March – Barbara Bozeman	22
Digital Training – Marsha Riibner-Cady & Judy Bell	24
Website Committee Report – Lea-Ann W. Berst	24
Social Media Committee – Susan Oser Marsha Riibner-Cady	25
State Federation & Club News	
NFBPWC Arizona	29
NFBPWC California Federation	29
NFBPWC Colorado Federation	30
BPW Boulder Colorado – Sharon Simmons	31
BPW Boulder Green News	32
NFBPWC Florida Affiliate	34
NFBPWC La Grange Chicago	34
NFBPWC Michigan	35
NFBPWC New York City	35
NFBPWC North Carolina	36
NFBPWC NC Chatham County	37
Pennsylvania Affiliate Chapter	38
PA Advocacy Report – Lilly Gioia	39
NFBPWC El Paso Texas West	45
NFBPWC Houston	45
NFBPWC Paso Del Norte	45
NFBPWC Virtual Club	46
Newsletter Chair Report – Michele Guarino	47
Answers to Front Cover Images	48
Advertising Opportunities with NFBPWC	51
NFBPWC Advocacy Platform	52
Benefits of Connecting with NFBPWC	53

**Submission Deadline for the April eNewsletter is
Wednesday, March 24th at 5:00 pm Mountain Time**

Upcoming Events

Wednesday, March 3, 2021

NFBPWC Advocacy Committee Meeting
4:00 PM Pacific | 5:00 PM Mountain | 6:00 PM
Central | 7:00 PM Eastern
Register: <https://www.nfbpwc.org/event-4177256>

Wednesday, March 3, 2021

NFBPWC Digital Trainers Meeting
2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM
Central | 5:00 PM Eastern
[Digital Training Committee Report](#)

Friday, March 5, 2021

NFBPWC National Friday Conversations
Register: <https://www.nfbpwc.org/event-4173486>

Wednesday, March 10, 2021

NFBPWC Virtual Chapter Meeting
4:00 PM Pacific | 5:00 PM Mountain | 6:00 PM
Central | 7:00 PM Eastern

Wednesday, March 10 to March 18, 2021

United Nations NGO CSW65 Virtual Parallel
Register: <https://www.nfbpwc.org/event-4123114>

Tuesday, April 6, 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-4171407>

Newsletter Cover Images

**How many women can you name on
our front cover of this issue? Test
your skills! Answers can be found on
page _____**

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President

Larisa Miller, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Barbara Bozeman, Secretary

Deborah Fischer, Treasurer

Ashley Maria, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual

Bylaw and Resolutions, Katherine Winans, California

Environment and Sustainable Development, Hyon Rah, Virtual

Finance, Gloria Flores, El Paso West

Health, Keri Hess, California

International Liaison, Bessie Hironimus, California

Lifelong, Leadership & Learning, Kathy Kelly, Colorado

Membership, Larisa Miller, Florida

Mentoring, Dr. Trish Knight, NFBPWC Virtual

Military Affiliated Women, Barbara Bozeman, North Carolina

Public Relations, POSITION OPEN

Small Business, Manjul Batra, California

United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org

bylaws@nfbpwc.org

environment@nfbpwc.org

finance@nfbpwc.org

health@nfbpwc.org

Bessie.hironimus@bpw-international.org

L3chair@nfbpwc.org

vpmembership@nfbpwc.org

mentoring@nfbpwc.org

militarywomen@nfbpwc.org

PRchair@nfbpwc.org

smallbusiness@nfbpwc.org

UNchair@nfbpwc.org

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina

Diversity, Equity and Inclusion Chair, Sher Singh, California

Fundraising/Grants - POSITION OPEN

Membership Outreach, Jean MacDonald, Chatham County

Newsletter, Michele Guarino, NFBPWC Virtual

Nominations, Michelle Husby, California

Rapid Response - POSITION OPEN

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

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

fundraising@nfbpwc.org

outreach@nfbpwc.org

newsletter@nfbpwc.org

nominations@nfbpwc.org

rapidresponse@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

Health Alert

COVID-19 has been in the United States for over one year now, has killed over 500,000 and infected more than 29 million Americans. We would like to remind members that we need to continue to take precautions to avoid spreading illness.

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

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

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

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

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

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

Stay well,

The NFBPWC Executive Committee

President's Message



By: Megan Shellman-Rickard

Celebrating Women

March is Women's History Month. On March 8th, 2021 we will celebrate International Women's Day. As we join with the United Nations "to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women, who have played an extraordinary role in the history of their countries and communities."
(www.un.org/en/observances/womens-day)

As an affiliate of the International Federation of Business and Professional Women (IFBPW or BPW International), we participate annually in the United Nations Commission on the Status of Women – celebrating its 65th anniversary this year! The event will begin March 15th and end on March 26th. This session will be held as a hybrid event with most activities being held virtually. This provides us with a silver lining to the challenges we continue to endure: all NFBPWC members have an incredible opportunity to participate in the CSW experience (normally requiring a fun trip to NYC) from the comfort of their own homes... for FREE!

The priority theme for this year is: “women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls.” (<https://www.unwomen.org/en/csw/csw65-2021>)

Given how well our mission as a national organization, “to develop the professional, business and leadership potential of women at all levels,” aligned with the priority theme; we were inspired to apply to host a Parallel Event (explanation of this definition by Barbara Bozeman within this newsletter). Our organization’s Parallel Event application was approved. We are honored that we will be participating in partnership with Pioneers in Skirts to present: “HOW TO USE IMPACT STORYTELLING EVENTS TO FAST TRACK A GENDER-EQUITABLE PANDEMIC RECOVERY.” Register here: <https://www.nfbpwc.org/event-4123114>

Your participation is key, and our success on this global platform at the United Nations depends on you. Please celebrate and share this event as widely as you can. Invite your friends, your neighbors, your social media connections, your family, and your work colleagues. This is our opportunity to help NFBPWC grow our membership and market our organization while celebrating women globally.

What other support do we need to make this event successful? As our president, I want to encourage us to support and celebrate the incredible women behind the film, Pioneers in Skirts, Lea-Ann W. Berst and Ashley Maria. There is a cost to this endeavor, therefore, NFBPWC is holding an online fundraiser to support this ambitious initiative that will benefit many. Please consider contributing to our 501(c)3 organization on behalf of this event. Your gift will be recognized on the website and in our social media posts. Please donate here: <https://www.nfbpwc.org/Donate>

In the month of March, I celebrate NFBPWC and my role as President while we journey through 2021 together, yet apart. I look forward to leading us as we work together to continue our efforts to accomplish the following goals:

- Encourage a diverse membership across generations
- Cultivate leaders from all walks of life and at every phase of their careers
- Create a more vibrant space for virtual interactions that span across the nation and globe
- Increase our relevancy by aligning with like-minded organizations to achieve our mission more fully

Let us celebrate and honor one another throughout Women’s History month. Please remember, you have an opportunity to provide constructive input and to find your own unique path in this organization. This is a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization!

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

Kind Regards,

Megan Shellman-Rickard
NBPWC President 2020-2022

1st Vice President Membership News



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

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

Virtual Club | NFBPWC Benefits

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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

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

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

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

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

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

A Celebration of Life



Eleanor "Ellie" Mires

Eleanor "Ellie" Mires was born February 8, 1928 in Columbia, Missouri and passed away February 18, 2021 in Yuma, Arizona, where she was living at the time. She and her husband Jack were married for more than 65 years before his passing in October 22, 2018. They had two sons - Dave, who is married to Lori and who live in Temecula and James Richard, who lives in Yuma, Arizona. They are also survived by many grandchildren.

Ellie was President of East Los Angeles-Montebello BPW many times. At one time she rotated with Mary Eger as President. Later she rotated with Linda Wilson as President of East Los Angeles-Montebello BPW. For many years she and Jack hosted East Los Angeles-Montebello BPW's annual Patio Party and auction at her home. It was always a nice event and made enough money to fund attendance of members at District programs and the little stipend that we give guest speakers for our programs. She was a gracious hostess. She was Secretary of Sierra Mar District

Ellie was Montebello Woman's Club President and served on the Executive Committee of the San Gabriel Valley District Woman's Clubs. Jack was active in the Whittier Elks, which meant Ellie also helped out. They were active in the National Active and Retired Federal Employees Association and attended their national conventions.

She was a great lady and will be missed.

2nd Vice President Advocacy Report



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

Greetings NFBPWC Friends and Family!

The month of March is upon us and throughout my tenure at NFBPWC, I have always looked forward to this time of year because I knew that meant that CSW was right around the corner. Admittedly I have yet to personally experience CSW from an attendee's point of view but have always "lived vicariously" through others who have shared their memories with me personally or as a guest speaker at one of our chapter meetings. Attending CSW has always been an aspiration of mine and so I find myself grateful to be able to attend this year, mostly due to the virtual format thrust upon us due to the ongoing pandemic. Knowing the caliber and make up of the members of this organization, I doubt I am alone.

There is so much to learn about CSW and the role it plays on the global scale and like many of you, I learn best through action and participation. I strongly encourage you to participate as much as possible. There are a multitude of events to choose from and of course, we are hoping you are already registered for the parallel event that NFBPWC and Pioneers in Skirts have partnered on.

Please view the information in the newsletter and the website if you haven't already registered! I'm adding a couple other resources below for some general background on CSW and the virtual platform for this year. "See" you there!

All the Best!

~Daneene

CSW Advocate Tutorial video (*think of an "Advocate" as an Attendee*)

<https://www.youtube.com/watch?v=sB-wXRhpqgM&feature=youtu.be>



CSW NGO ADVOCACY GUIDE

Here's a quiz I found as part of the [CSW NGO ADVOCACY GUIDE](#). Don't worry...the "right" answers are provided. I found them to be very enlightening and informative. Enjoy!

A QUIZ ON WOMEN'S HUMAN RIGHTS AND THE SUSTAINABLE DEVELOPMENT GOALS

Link to Quiz:

<https://www.dropbox.com/s/px4m4feh6cntr8a/NGO%20Quiz%20On%20Human%20Rights%20and%20the%20Sustainable%20Development%20Goals.pdf?dl=0>

You can access the entire guide here->

<https://ngocsw.org/wp-content/uploads/2021/02/FINAL-NGO-Main-Guide-2021.pdf>

OUR ADVOCACY TEAM

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

- **LGBTQ+ Leads:** Dr. Chanel Heermann and Sue Oser
- **Education Director:** Evie Hudak
- **Voting Rights/Elections:** Armen Yedalya, Esq.

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

Will be working with UN Chair:

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

Advocacy Team Education Report

By: Evie Hudak, NFBPWC Advocacy Team Education Director, BPW Colorado Member

The most pressing issue in public education right now is whether schools can "reopen" safely. In many states, teachers are being prioritized for COVID vaccinations, but that has not been going very fast, because they are not in the first-priority group.

The CDC has come up with guidelines for "safe reopening." However, there is a cost to meeting those guidelines, particularly in regard to having enough COVID tests, upgrading ventilation systems, and providing "PPE" for everyone. Funding has been proposed in the American Recovery Act to help meet the guidelines, but this legislation has not passed through Congress yet, and it is uncertain whether all the proposed funding will remain in the bill.

No one disagrees that in-person instruction is the best for (most) kids, that it helps parents be more available to earn money, and that children are less at risk of catching COVID...but there is huge disagreement about whether in-person instruction during the pandemic is worth the risk to everyone's health and whether it is worthwhile because of the inconsistency resulting from frequent disruptions from quarantines and stay-at-home orders.

The second big education issue right now is whether federally mandated academic assessments should be waived for this spring. This issue is largely a result of the vast inconsistency of instruction students have received during the pandemic. We know that many kids have "fallen through the cracks" in terms of being able to receive remote instruction. Students with special needs suffer in particular. People talk about needing to measure the "COVID learning slide," but most teachers, administrators, school board members, and parents doubt that the test results would be valid, and they question the need to determine what is intuitively obvious. There is only one decider about whether the testing will be waived - that is the new U.S. Secretary of Education. And he has not yet been confirmed by the Senate! Furthermore, he has not indicated his opinion on this vital issue. We "hear" that something will become known within the next few weeks.

Advocacy Team LGBTQ+ Report – Homelessness and Allyship for the Unhoused

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

If you were asked what demographic you thought represented the largest population of unhoused individuals, how would you answer?

Veterans?

Those who have lost their jobs? The unemployed?

The answer may surprise you.....

It's teenagers ...more specifically teenagers who identify as members of the LGBTQ+ community.

According to the Williams Institute, members of the LGBTQ+ community represent

- 40% of the homeless youth served by agencies
- 43% of the clients served by drop-in centers
- 30% of street outreach clients
- 30% of clients utilizing housing programs

This demographic experiences these difficulties because of a lack of education and acceptance within the community. It is not uncommon for parents to fail to embrace their child's identity and the child often leaves their home as a result.

We all seek acceptance and love, especially from our family and friends. We know that all of us have experienced rejection simply because of who we are, and this can be more commonplace with certain communities and demographics such as the LGBTQ+ community.

Is this an example of unconditional love? No, it is not....and if you are at all connected to the LGBTQ+ community, you likely have heard some heartbreaking examples of this.

So, what is the solution?

A great place to start is: Education, Advocacy and Allyship.

PFLAG (Parents, Families, and Friends of Lesbians and Gays) is one of many organizations that have local chapters you can contact to talk to someone about your desire for more education and to provide assistance. <https://pflag.org/find-a-chapter>.

But this is just scratching the surface. This is just one step but an important one and something we can all do.

Over the next few months or so, other information will be shared about the societal challenges and issues facing the LGBTQ+ community. .

If you would like to help members of the LGBTQ+ community or you have your own story to share that we may feature in this section, please contact advocacy@nfbpwc.com for more information.

Advocacy Team ERA Report – ERA in the First 100 Days

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

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.

On January 21, 2021, Day One into the Biden/Harris Administration, the Equal Rights Amendment Legislation was introduced in the new 117th Congress. Senators Ben Cardin (D/MD) and Lisa Murkowski (R/Alaska) introduced the bi-partisan legislation to remove the deadline for the ratification of the Equal Rights Amendment. S.J. Res. 1

At the same time, Rep. Jackie Speier (D/CA) and Rep. Tom Reed (R/NY) introduced their bi-partisan companion legislation, H.R. Res. 17 in the House of Representatives with 195 co-sponsors (now 203).

There was a legal memo from the former administration to block the National Archivist from completing the amendment process. But with the effort of Congress, the Archivist will be able to certify the final ratifications and officially reprint the Constitution with the ERA as the 28th Amendment.

Carol Jenkins, president, and CEO of the ERA Coalition shared that this is historic and a monumental step forward for all 94 percent of Americans who agree that women should have equal rights in our Constitution. “There can be no limit on equality,” stated Ms. Jenkins.

The ERA would support a strong legal defense against a rollback of the significant advances in gender equality that have been achieved since the mid-20th century. Legislation such as Title IX, Violence Against Women Act, the Fair Pensions Act and the Paycheck Fairness Act are all pieces of legislation that would work to achieve social, political, and economic equality for all genders. The ERA would outlaw legal discrimination based on sex, thereby protecting these bills.

Our Senators and House Representatives need to hear from YOU now. We must get the word out to all members, friends, and neighbors, that now is the time to act. We have only 2 years to get this done for we do NOT know what will happen at the next election. Please do **your** part.

From the Desk of the Secretary



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

Celebrating Black History Month in February, followed by Women’s History Month in March inspires many of us to educate and reeducate ourselves on the women whom history has chosen to embrace.

This year my journey of discovery was a short journey – to the North Carolina Museum of History.

The North Carolina Museum of History is a Smithsonian Affiliate – and the treasures there are no farther than your keyboard. www.ncmuseumofhistory.org

This month, I have enjoyed learning about “Antis” and “Suffs” on Woman Suffrage through a presentation called “You Have to Start a Thing” and as the description says: “Uncovered women’s voices and our shared history through quilts” in a presentation called “QuiltSpeak.”

I hope you will find time to watch these wonderful presentations as I have – and perhaps explore your own state museums and share the wonderful treasures they have about the history of women in your state.

“You Have to Start a Thing”



Introduced by museum educator Sally Bloom and curator of political and social history Raelana Poteat, “*You Have to Start a Thing*” shares actors’ portrayals of differing opinions on woman suffrage based on actual speeches, letters, newspaper articles, and propaganda circulating in North Carolina between the 1890s and 1920.

“I want to blaze a trail for other women. I know that years from now there will be many other women in politics, but you have to start a thing.” – Lillian Exum Clement, 1921

QuiltSpeak



Watch as the women behind the stitches of the museum’s previous exhibit, *QuiltSpeak*, share how their quilts speak of skill and power, economy and ingenuity, memory and forgetting.

Revealing voices long silenced by social constraints, racial oppression, illiteracy, and exhaustion, these videos bring to life the experiences of people whose lives skirted the periphery of written history.

<https://www.ncmuseumofhistory.org/vod/quiltsspeak>

Each program is wonderful on it’s own, and there is also a combined program video. “Women Making History in North Carolina: Live!” <https://www.ncmuseumofhistory.org/vod/women-making-history-north-carolina-live>

Welcome to Women’s History Month.

Quilt With Me, Won't You? by Barbara Bozeman



QUILT WITH ME, WON'T YOU?

Sew what are you doing for Women's History Month?

This is a great time to start a project that has been on my mind for a while. I plan to build a digital NFBPWC memory quilt and it is going to take my BPW sisters to make it complete. **I cannot finish it alone.**

Here is how you can help:

Send 5 photos of you – that you feel share some insight into your personal history. If you want to add some sort of explanation for the images, that would be wonderful.

One of the photos you share should be a good “face shot” of you. Doesn't have to be a portrait, can be casual, whatever else is scenic in the image does not matter, except you need to be the only **person** in the picture.

Please forward your images to:
barbara.bozeman@ymail.com,
with the Subject line stating
QUILT FOR BPW

I sure hope all my BPW sisters will join me in this endeavor.
Sew happy! Barbara Bozeman



Treasurer's Report

By: Deborah Fischer
Treasurer, NFBPWC 2020-2022

DONATION TO NFBPWC MADE IN HONOR OF MARJORY HOPPER



Marjory Hopper is a native of Cincinnati, Ohio, but feels like she is true Californian.

Graduate of Whittier College and received her master's from the University of Southern California.

Professionally she is a librarian, but her specialty was working with the children doing storytelling, book talks and puppet shows.

Community activities included being President of the School and Children's Librarians Association. She served three terms as President of the Hollywood Coordinating Council.

Professionally Marjory worked at the Los Angeles Public Library's central library and then the rest of the years at the John C. Fremont Branch Library.

BPW activities include many activities such as:

- Member of Hollywood BPW and serving in many offices including President.
- Also was President of two California Districts.
- Los Angeles Sunset District and Valley Sunset District.
- On the State Federation, Marjory held several chairmanships several terms as Vice President. Currently she is chair of Programs and Projects.

As President of Hollywood BPW, Marjory is looking forward to the club's 100th anniversary. She is proud to have inaugurated the annual Susan B. Anthony awards.....and enjoys coordinating the Man of Hollywood awards, and special programs for Black History Month, Women's History Month, Veteran's Day and National Business Women's Week and etc. Marjory has also attended many BPW International Congresses and worked behind the scenes. She has also had the pleasure to serve two terms as Nominating Chair for our National Federation.

Marjory currently says that "With the quarantine ..I miss our "in person" meetings, dining out, movies and the plays at the Ahmanson, Pantages and the Dolby.....and not shopping or traveling. I am so honored to be recognized by Nan Johnson and for the opportunity to support BPW. However, I am so glad she accepted the invitation to become a member of Hollywood BPW! Being a BPW member is an honor."

DONOR - NAN JOHNSON, Hollywood BPW member



Nan Johnson is a college professor, New York legislator and co-founder of the Susan B. Anthony Institute for Gender, Sexuality and Women's Studies at the University of Rochester (NY). Also, she was the founder of the Committee, which designed, funded, and built the float in the 2020 Rose Parade commemorating the passage of the 19th Amendment. The float won the parade's theme prize.

Nan Johnson was the recipient of the 2020 Susan B. Anthony Award from Hollywood BPW.



NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

It's catch up time!

Please go to <https://www.nfbpwc.org/Young-BPW> to read our Young BPW Member Spotlights from this past year.

And, find us on Facebook:

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

<https://www.instagram.com/youngbpwusa/> to stay connected on what's going on with the Young BPW Members on a national level.

Join your fellow BPW members on March 18th for the United Nations screening of your Young BPW

representative Ashley Maria's documentary *Pioneers in Skirts*. NFBPWC is excited to host this event!

Click here to learn more and register to join:

<https://www.nfbpwc.org/event-4123114>. What a great way to celebrate Women's History Month!

Happy Women's History Month!

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

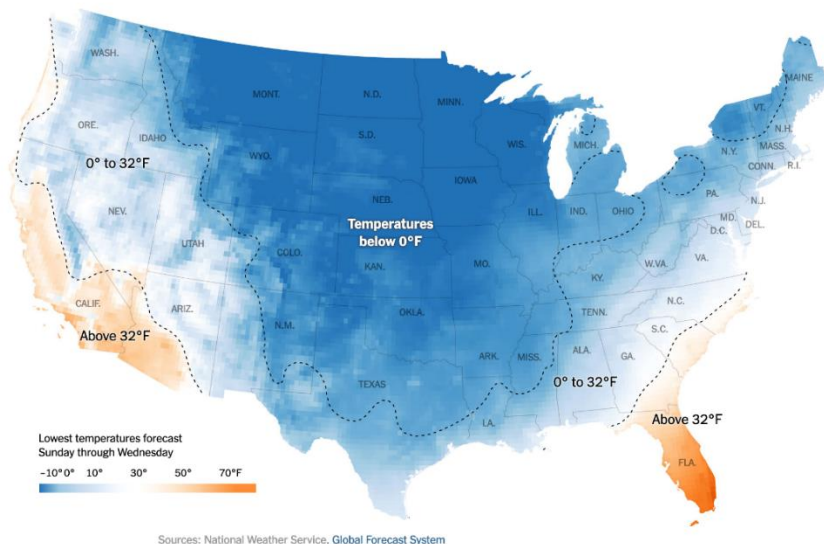
Disasters Raise Questions about the Meaning of Energy – and Water – Independence

Texas in mid-February normally makes a warm, welcome escape from the bitter cold with average temperatures of upper 40s to lower 50s Fahrenheit. It is not unheard of to be basking in 80-degree heat in Texas in the winter. What is unheard of is the kind of winter storm that struck the state around Valentine's Day this year and drove temperatures down by over 40 degrees Fahrenheit – to below zero Fahrenheit in central and northern Texas (**Figure 1**). The storm brought with it a thick blanket of snow, putting every part of the state under freezing conditions for several days.

Figure 1: Below average temperatures all across the country on February 16, 2021

Source:

<https://www.nytimes.com/interactive/2021/02/16/us/winter-storm-texas-power-outage-map.html>



People turned to their heaters to keep warm, which led to a sudden surge in electricity demand. The electric grid struggled to keep up. In the meantime, the power infrastructure responsible for generating the electricity to meet the demand froze over – literally. Most power generators in Texas are not accustomed to cold-proofing their assets, as conditions that would require such protection are viewed as few and far between and the associated cost too high. Unlike in traditionally colder regions in the country, where generators are enclosed inside buildings to withstand the cold, power generators in Texas are left exposed to the elements; there are no regulations or incentives in place to encourage weatherizing the assets. As a result, all types of power-generating facilities in the state, from natural gas, coal, and wind to even nuclear, stopped working. The failure of the thermal energy supply – natural gas, coal, and nuclear – has been found to be the biggest culprit for the outages. The number of homes without power peaked at four million, and, on February 23rd, about ten days after the power outages began, over 7,000 homes were still without power.

The impact on people's livelihoods has been grave. Over 40 people lost their lives in the crisis, unable to keep themselves warm or to stay warm without risking their safety, namely from open fires and carbon monoxide poisoning. People in already vulnerable situations, including the homeless and the hospitalized, found themselves in even more precarious situations. Those who were lucky enough to keep their heaters and lights on inside their homes were hit with astronomically high electric bills due to the highly unregulated nature of the Texas energy market.

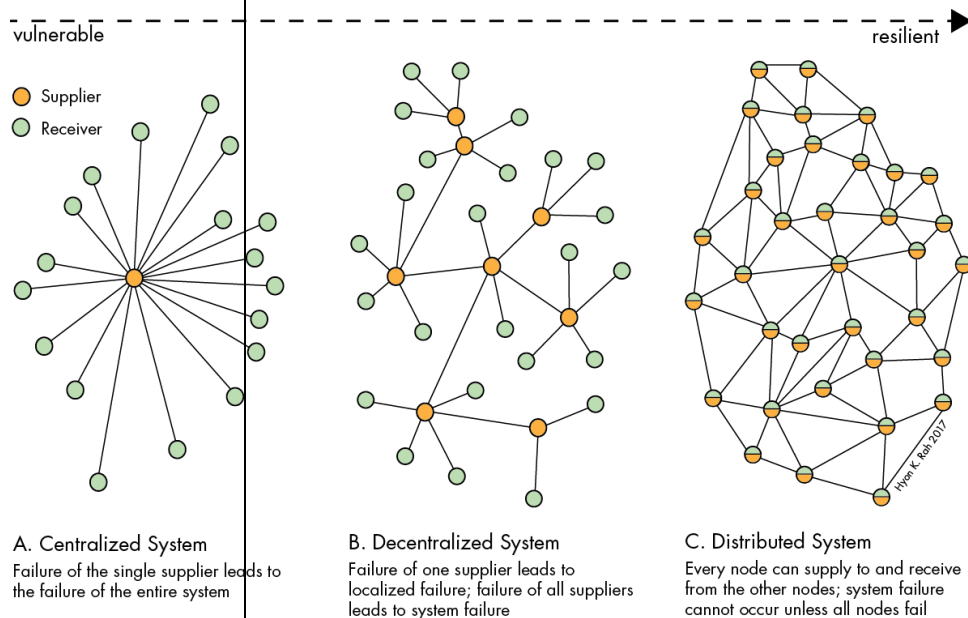
As witnessed in previous disasters related to extreme weather, a familiar domino effect repeated itself with the failure of the water systems. Large-scale water treatment and distribution systems depend on electricity to function properly (e.g., to pump water) and the power outages caused major systems to fail. Outside of the water plants, the cold caused water pipes to freeze then burst all across the state, effectively severing people's access to clean water. At one point, 14 million people (nearly half of Texas' population)

were placed under boil-water order, when many had no water coming out of their taps during a power outage. People were spotted melting snow and fetching river water for potable use out of desperation, which, as we have seen during other disasters, could lead to a public health disaster – on top of the one we already have.

With the weather warming up and the power starting to come back, it may be tempting to settle back into business as usual and not worry about the next cold spell, storm, or another strange weather condition to wreak havoc. Unfortunately, it is likely that more strange weather events are on the way (as discussed previously [here](#) and [here](#)) and we should only expect similar grim results if relying on the status quo that has clearly failed. Also, the water issue caused by the winter storm is going to be a longer-term problem, as the burst pipes need to be located and repaired in order to resume normal function.

In considering ways to withstand the next crazy weather event, there are two important things to note from the current crisis.

First, because Texas' electric grid is independent from the rest of the country's, there is no way of receiving backup power supply from outside of the state from functioning power generators. A centralized system with no backup for emergencies is hardly independent. In fact, it is extremely vulnerable (**Figure 2-A**). The task of updating the state-wide electric grid on a systemic level may be a daunting and costly task,



but the human and monetary damage no action would cause is far greater.

Second, there are smaller-scale measures that could be adopted on single building, neighborhood, district, and municipal levels without having to wait for the state-wide system to change. For electricity, this would be the move towards a distributed system (**Figure 2-C**), where buildings, neighborhoods, and districts can generate their own energy from renewable sources and supply others within their network and vice versa. A similar approach can be taken with water, using a combination of water collection measures, as well as reuse and recycling. Both approaches afford people to

be resilient against unexpected threats and be truly independent. In both cases, reducing unnecessary energy and water use in the first place would be a logical starting point.

Figure 2: **A** is representative of the current electric grid in Texas as well as homes without backup measures for electricity and water. While **B** offers possible relief, **C** is the ideal scenario for achieving independence and resilience.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member



Seed catalogs are arriving. Planting season is around the corner. Order Organic & Non-GMO seeds for your health – especially if you are growing a vegetable garden. Treated seeds (GMOs) produce plants that cannot obtain trace elements from soil. Trace elements enable plants to fight diseases (as rust-infected leaves). We need them for effective immune response in our bodies.

Health Committee Report

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

Health Committee would like to thank all of you that attended our Wellness Fair on February 6, 2021. Over 80 people registered for the event. We opened with a keynote presentation, "Heart Health for Women: Key Steps for a Strong, Health Heart," by Dr. Geyer, the medical director at Canyon Ranch and continued with workshop sessions in which participants could choose one of three to attend. In total we had nine different workshop sessions to choose from featuring a wide variety of wellness topics. Many of the workshops featured our very own members sharing their skills and knowledge.

Overall, it was a great success. We do appreciate your patience with some of our technical challenges. This was an ambitious event that Health Committee planned for you in just four months, determined to execute in time to generate awareness of February as

Heart Month. Heart Disease, which is the leading cause of death for women in the United States, is sometimes referred to as a "silent killer," because symptoms can often not appear, or symptoms can be misdiagnosed. To learn more about Heart Disease in Women, visit:

<https://www.cdc.gov/heartdisease/women.htm>

Health Committee reviewed suggestions that were provided from the survey administered after the Wellness Fair and is looking forward to bringing you more health and wellness information relevant to women.

Thank you again to all of our speakers and attendees!

Lifelong Leadership & Learning (L3) Committee Report

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



The Lifelong Leadership & Learning (L3) Team is excited to partner with the NFBPWC/United Nations Commission on the Status of Women (CSW) Team on the March 10-18, 2021 screening and panel discussions on the award-winning documentary, "Pioneers in Skirts." Anticipating a huge crowd of virtual participants, NFBPWC wants to encourage further interest in our organization. The L3 facilitators will be offering a series of workshops in April with the working title, "**Leadership Skills to Fast Track a Post-Pandemic Recovery.**"

More details to follow!

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

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

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

Your L3 Certified Facilitators are standing by!

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

Mentoring Committee Report

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

February was a busy month as we reached out to federation and chapter officers asking for volunteers to serve as mentors. The diversity of requests is a testament to the broad spectrum of interests and experience among our membership.

The first session of applications ended on February 15, and the committee is heartened by the response of the membership. Thank you to each member that submitted an application.

Interests included learning how to better use multi-media, social media marketing, developing business concepts/entrepreneurship, writing and publishing, Parliamentary Process, seeking patents and marketing products, education, leadership, politics, global issues, and how to best market oneself.

We were able to connect fourteen teams to build mentoring relationships in this session. The goal of each relationship is to build upon the personalized goals of each team and develop lasting relationships between members by sharing concepts, ideas, and experience.

Each team is expected to complete an agreement for their goals and anticipated timeframe to complete such. At the end of the experience, they will complete an evaluation of the process. We hope to continue to build upon the results and provide a successful outcome for each participant.

We will open the next mentoring session on May 1.

United Nations Report

By: Susan O'Malley, IFBPWC UN Representative

Events to Attend at CSW65

UN Orchestra on Zoom, Conclusion of NGO CSW/NY section of Consultation Day, March 14. [Susan O'Malley will be playing cello if her right arm recovers from the COVID-19 second shot.]

Tuesday, March 16, 10:00-12:00: "Why we should be concerned with violence against women parliamentarians"; Co-sponsored by Hon. Marilou McPhedan, Senator, Canada, and Susan O'Malley, IFBPW and NGO CSW/NY. Speakers: Lopa Banerjee, Chief of Civil Society, UN Women; Hon. Zaruhi Batoyan, Former Minister of Labor and Social Issues and President, NGO Disability Info; Hon. Dr. Rosa Galvez, Senator, Canada, Indigenous; Congresswoman Sarah-Jane Elago, Philippines; Hon. Dr. Betty Achen Ogwaro, Southern Sudan; Hon. Alexandria Ocasio-Cortez, Representative, US House (invited)

Wednesday, March 17, 10:00 -11:30: Co-sponsored by Widows for Peace Through Democracy (WPD), Alice Lees, WPD, and Susan O'Malley, IFBPW and WPD. Speakers will include Bandana Rana, VP CEDAW; Margaret Owen, Founder WPD; Lily Thapa, WHR, Nepal; Roseline Orwa, Rona Foundation, Kenya; Maha Alsakban, WHRC, Iraq; Shaista Safi, HR Activist, Kashmir; Regina Paulose, Common Good Foundation, Rohingya; Julie Ward, former MEP; Silja Rajander, UN Women.

Thursday, March 18, 10 -11:30 AM: "Using Impact Story-Telling Events to Fast Track Agenda-Equitable Pandemic Recovery"; Sponsored by NFBPWC.

Friday, March 19, 10:00-11:30:

"Achieving Social Protection: A Teaching and Advocacy Curriculum", Co-Sponsored

by Susan O'Malley, IFBPW and NGO CSW/NY, and Eva Richter, P.E.A.C.E. Speakers: Maureen Byrne, Sophie Turner Zaretsk, Maryella Hannun, Eva Richter, Erica Higbie, Amy Agigian, Ana Falu

Friday, March 19, 12:00-2:00, A Zoom Production of Lynn Nottage's Pulitzer Prize winning play, "Ruined", Co-sponsored by Susan O'Malley, IFBPW; Pamela Morgan, ZONTA International; NGO CSW/NY and Soon-Young Yoon (F/W MAP).

Register as an Advocate on NGO CSW/NY website, NGO CSW65 Forum; put events in your on-line calendar to attend.



United Nations Commission on the Status of Women Report by Lilly Gioia

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

NOTES FROM U.N. COMMISSION ON THE STATUS OF WOMEN/DECEMBER 2020 (*)

(*) During this discussion the name of “Loujan” was mentioned. This is the background on an amazing Saudi Arabian woman jailed for her activism on behalf of women being able to DRIVE, a right denied by the Kingdom under its “guardianship” rules that require women to have permission of a brother, father or husband in order to even leave the house.

Loujan al-Hathoul was sentenced to more than five years/8 months in prison on charges of undermining the Kingdom. Her supporters called the case political persecution, according to New York Times 12/29/20. This capped a 2 ½ year legal ordeal. Ms. al-Hathoul was first sentenced in May 2018 along with others who had pushed to end a ban on women driving. The judge suspended two years and 10 months of her sentence with credit for the time already served. Her family said she could be released in about two months. Ms. al-Hathoul was placed on probation for three years and barred from traveling outside Saudi Arabia for five years. She has said that during her time in prison she and other inmates were subjected to sexual harassment and torture, including beatings and electric shocks, but a judge last week rejected a complaint she filed about the alleged torture after the government cleared itself of wrongdoing in an investigation that her family said amounted to a cover-up. Her family had hoped that Ms. Al-Hathoul might benefit from the impending arrival of President-elect Joseph Biden who has promised a tougher stance on Saudi Arabia. President Trump has waved off concerns about Saudi political prisoners. But rather than release Ms. al-Hathoul as a goodwill gesture toward the incoming administration, the Kingdom appeared to toughen her treatment. Still, the sentence she received fell well short of the 20-year maximum prosecutors sought. Ms. Al-Hathoul, 31, went on a two-week hunger strike in the fall to protest restrictions on family visits and other conditions in prison. She appeared weak in recent weeks, her family said. Women in Saudi Arabia have been allowed to drive since the Kingdom lifted the ban in June 2018, a social reform inaugurated by Saudi Arabia’s crown prince Mohammed bin Salman. Since then the Kingdom has encouraged women to work and loosened the guardianship system governing women’s travel, employment and marriage plans. The counts against Ms. Al-Hathoul included pushing for the abolition of the guardianship system, trying to apply for a job at the United Nations, and speaking to foreign journalists, diplomats and human rights organizations.

Via invitation from NFBPWC following are observations from a 12/10/20 zoom conference attended by 128 women from Nigeria, Brazil, Turkish Council on Women, London Widows for Peace, California Women’s Equality Coalition, Canada, Lutheran World Federation/NY, Latter Day Saints Charities, Montana NOW Global Feminist National Committee, Geneva Switzerland, Connecticut Alice Paul Assoc., France, New York City Physicians for Social Responsibility, Bangladesh, Italy, Church Women United, U.S. National Network to End Domestic Violence, Uganda Women’s Rights Attorney, Armenia, Argentina, Estonia, Democratic Republic of Congo, Sri Lanka and Pennsylvania.

This meeting was convened to discuss the vicious cycle of increasing violence against women during the pandemic. Ms. Krishanti Dharmaraj of the Campaign to End Gender-Based Violence at the Center for Women’s Global Leadership at Rutgers, stated women’s rights were never regarded as human rights. A year-long campaign by the Commission on the Status of Women (CSW) was begun based on statistics alleging 1.3 billion women face violence. Men have killed 87,000 women as intimate partners in 2017. Ms. Irene Ovonji Odida, formerly of Uganda, an attorney and politician, stated “2020 was a year of exclamation points with COVID [becoming] a year of reckoning in a world that has largely gone mad.” Social unrest and a great deal of inequality was seen in Black Lives Matter. There is a crisis of leadership in many countries. COVID has shown problems with public health and women’s child care problems.

The focus has very much been on the social dimensions and less so on women's economic situation. Economic empowerment, human trafficking is a huge issue for young women. There has been a rolling back of rights via the gig economy, worker rights, trade unions, structural inequality in the global financial system between countries and within countries. Policies of the World Bank and the International Monetary Fund have increasingly deprived governments' ability to drive development in their countries. COVID accentuates the need for women to fill gaps when opportunities disappear. The UN will hear a panel next year on Financial Insecurity, off-shoring of world financial assets in secret tax havens in major countries. Millions of dollars are being hidden by corporations. Therefore, when money is lacking for services, global inequalities must be addressed between countries and within countries. 97% of unpaid and paid care work is done by women during COVID. Discrimination is not an accident. It is a form of exclusion deliberately.

Ms. Margaret Owen, lawyer with Widows for Peace in London, stated she had attended all four international women's conferences including the last one in Beijing China attended by Hillary Clinton. She recognized the 71st birthday of the Declaration of Human Rights. 2020 shows an increase of violence against women in every country in the world. Brutality is exacerbated by conflicts and war. Women suffer disproportionately. In every country in the world COVID has exposed the inequalities. This has made women even poorer. We have to stop the push back against women's rights because globalization has caused a huge rise in authoritarian regimes. Antonia Gaterez, UN Secretary General, asked for a global case fire during COVID. There's been a silencing of women, refugee women, old women and the widows. The most disadvantaged still have no voice. Widows are not mainly older women. Rape is now a weapon of war. Women have no rights to own land. We need a real feminist foreign policy. There should be 50/50 women and men involved when any decision-making takes place, i.e. at the Security Council, or World Criminal Court. There should be no patriarchal control.

Ms. Krishanti Dharmaraj of Rutgers asserted there are TWO PANDEMICS: COVID-19 is one. The other is gender-based violence because of inequality and discrimination. Only one has a vaccine. It shows the political will of those in charge. There's a very high toll for violence against women, but there's the will to defeat COVID. "In 2016 Trump received 50% of white women's vote and in 2020 he received 52% of the white women's vote."

Ms. Gohar Shahnazaryn of Armenia spoke about women and girls in the recent war with Azerbaijan and Armenia. An 11/9/20 cease fire left a displaced population of 100,000 now in Armenia, mostly women and girls. Drastic changes mean an increase in single mothers who already were primary care-givers. Many are main bread winners. They lost their jobs. Those who worked from home lost their homes. Women are psychologically devastated, but now they have to be healers. Women face social and economic devastation. Women are completely excluded from any peace talks; women are forced to take on a burden instigated by men. When they speak of peaceful resolution, they are negated. Gender rights movements are under attack around the world due to nationalism and patriarchy. Women's lives get negotiated on the battle field and everywhere else. In times of peace we are not safe. That's a given. This is why it is really important to have the right people and the right women making decisions. When building back, where are the entry points for women's human rights? Solutions: How do we organize ourselves? How do you mobilize? Educating ourselves, understanding the issues and reaching out. Find the people who benefit from the status quo and what do they do to maintain the current system of violence against women? An entry point is working with adolescent girls. There needs to be occasions to start the conversation among the younger generation.

From London Margaret Owen interjected: Harness resources of an international sisterhood. There are far more women in the world than men. It is important for those who live in more developed countries with freedom of expression to speak on behalf of women in countries where women are not allowed to speak. Stopping the sale of arms to those countries where they use our arms to oppress and kill and widow their own populations. Get funding for women's non-governmental organizations in all countries. We need to have men and boys on our side. No aid should be given to any country not supporting women.

Krishanti Dharmaraj said "no country treats its women as well as its men." We are all in the same mess. Luojan is in jail in Saudi Arabia. Human Rights Watch has taken on her case, as has Amnesty International. They have

expedited her trial. (*) Sweden has an excellent women's agenda. What is the role of Sweden in attaining the release of Luojan? We should ensure the protection of women's human rights defenders. Feminists oppose systems that deny women power. Irene Ovonji Odida indicated that CEDAW seeks equal rights. You don't have to be a woman to be a feminist. Women and men should be in positions of leadership who believe in equality of both genders. Gohar Shahnazaryn of Armenia said, feminist leadership is based on feminist solidarity. Leadership should be more diverse. Margaret Owen stated that you can't have freedom without gender equality and women's empowerment. Leadership should have co-chairs of men AND women. Men and boys need to understand how violence against women is absolutely unacceptable. Having male and female co-chairs of everything is a Kurdish concept.

Krishanti Dharmaraj stressed that various United Nations groups recognize violence against women and should be brought together. The Center for Women's Global Leadership as a feminist group values AGENCY, or the right to make decisions, INCLUSION, recognizing communities, and SOLITARITY, transcending borders. We need the women at the margins. It is important to partner with men. Former Ugandan elected political leader Irene Ovonji Odida, noted that "not every woman leader is the one you want to have." In that East African parliament governing 110 million people, Ovonji Odida learned working with men was one of the most disempowering things. She stressed more inclusion: Identify allies, bring expertise, be well-versed so others can rely on you. Look for hidden hierarchies based on race or financing. Also, gender can be a hidden hierarchy. Find the likeminded who share values to build coalitions and understand first who you are, she said. What is your agenda?

Krishanti Dharmaraj asked "how are you making space for young people and hold yourself accountable to them?" Young peoples' future is now so uncertain because of COVID. They show so much strength and courage not being able to go to school or jobs, Margaret Owen said. Old people need to have a voice in generational diversity. Harness the resources of older people to help young women, help in career choices, she added. Indigenous communities have much to teach us, Krishanti maintained. Irene Ovonji Odida interjected that "we need to be led by the community who is affected, i.e. women in the labor movement who are young. There is much to learn from the youth. Mentoring programs and coaching." The world is very stressful for young people, the impoverished. Peoples' education does not equip them well enough. Resources must be distributed more fairly. Gohar Shahnazaryn of Armenia agreed, "Include young women in decision-making. A new and improved normal in not about building back better, but about valuing women."

I'm "Parallel Parking" in March by Barbara Bozeman



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

The sixty-fifth session of the Commission on the Status of Women begins on March 15th and ends on March 26th. This session will be held as a hybrid event with most of the meetings being held virtually.

From March 14th through the 26th, there will be over 700 Parallel events hosted by organizations from all over the world, beginning each day around 7am and run through until midnight (EST). Parallel events range from an hour to three hours – and there are so many to choose from!

That means during 12 days in March – you have over 700 opportunities to connect with women and men from around the country on a variety of topics.

Make sure, when you are filling in your calendar for that week, that you sign up for a special presentation on Thursday, March 18th from 10am to 12pm (EST)

NFBPWC, in partnership with NGO CSW65 Forum, is sponsoring:

HOW TO USE IMPACT STORYTELLING EVENTS TO FAST TRACK A GENDER-EQUITABLE PANDEMIC RECOVERY

There will be a one-hour LIVE Filmmaker Watch Party, followed by an interactive expert panel discussion.

Make sure you take time for this event. The film shown will be *Pioneers in Skirts* and the producers and director the film, our very own NFBPWC members, Ashley Maria and Lea-Ann Woodward Berst will be on hand for the expert panel discussion.



We hope you have room on your calendar to join us for this parallel event.

Here are just a few of the more than 700 parallel events you can experience:

- * Ensuring women's full & effective participation in health eco-systems
- * Women of Power: Leading Together for a Better Future
- * The Power of Mentorship for Girls in Achieving Gender Equality
- * Fix the System: Get Her Elected
- * Women In Public Offices: Challenges, Successes and Inspirations
- * Raising Young Women as Decision Makers

and MANY MANY MORE!

You must have a profile on the NGO CSW65 Virtual Forum platform to register and attend any of the events.

Got to the NGO CSW65 Forum website <https://ngocsw65forum.us2.pathable.com/>

Register (for free)

And “Parallel Park” in these wonderful events during CSW 65.

Looking forward to seeing you there!

Digital Training Committee Report

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

The Digital Training committee invites you to join us the first Wednesday of the month for Wednesday Web Wisdom Training. Our goal is to help you and answer your questions about the NFBPWC.ORG website, navigating Zoom, and Google and other platforms upon request.

On February 3, 2021 we focused on Zoom. A special thank you to the following attendees: Emily, Linda, Barbara, and Marjorie

The next meeting is March 3, 2021. The training will start at 5pm Eastern, 4 pm Central, 3 pm Mountain and 2 pm Pacific on Zoom. We are pleased to announce that we have a special program planned with Barbara explaining Instagram and Judy explaining Twitter. Let's see who can stump our experts! Everyone is welcome.

Meeting ID 973 5734 4293 and Passcode 241625. or click on this link:

<https://zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIhFWFhiSVBIIdz09>

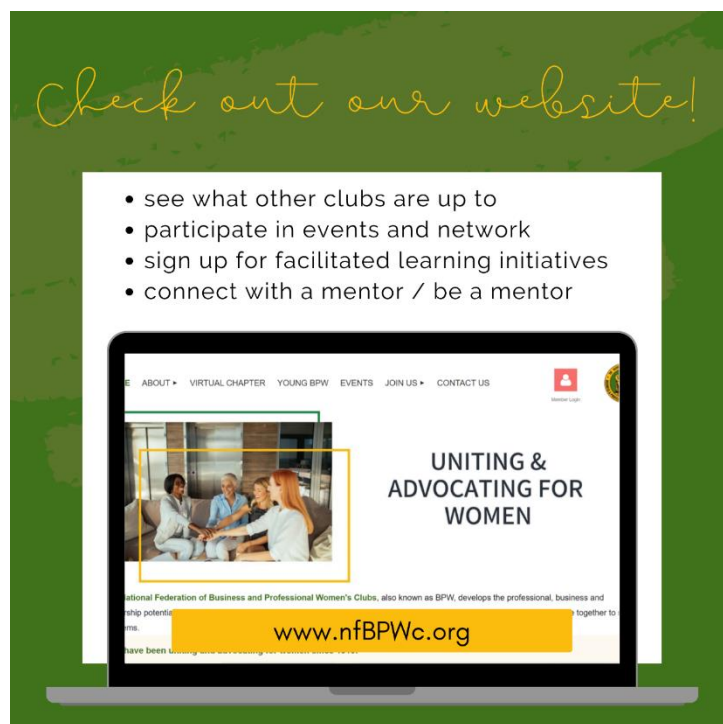
Please join us at any or all these meetings: the meetings will be on March 3, 2021, April 7, 2021, May 5, 2021, and June 2, 2021. Other meetings will be posted as we approach those dates. If you are unable to attend this W-3 Training feel free to contact the Digital Training Team to arrange an alternate time at digitaltraining@nfbpwc.org.

Thank you and be well!

Website Committee Report

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

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



Social Media Committee Report



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

Why do we have social media platforms? Pt. 2 - Twitter

In our December meeting, we discussed Facebook and its uses for our organization. Here is the link, if you would like to review the information.

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

This month it is about Twitter.

What is Twitter?

Twitter is a social media service where users can post mini blogs (or Tweets) and interact not only with each other but also with celebrities. The catch is that you can only write 280 characters, including spaces per tweet!

Why do we have Twitter?

Twitter is a way for organizations to connect directly to each other publicly and to share information to the user's followers. It is a way to make a short-but sweet comment on anything in the world, including policy, women's rights, or even that funny dancing video.

Why does NFBPWC have a Twitter account?

Not only has Twitter become a great tool for activism on current issues, but it has also become a great way to reach those members and potential members who use the platform. If there is an issue that needs some attention from the media, it can be sent as an @_____. Please pass the ERA (as an example).

Why SHOULD NFBPWC have a Twitter account?

NFBPWC and any other organizations would benefit from using Twitter because they can connect to not only potential members but other potential like-minded organizations supporting each other in the cause. It's also a great way to have a voice online towards the presidents, the GOP, the DNC and any other politicians we can directly comment to about an issue or just to say a simple thank you for supporting our issues.

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

On another note:

March is Women's History month. Please be sure to share interesting facts about women who have made history, who are part of your personal history, etc. Make sure to post about all women of color and those who are female presenting. The more we give homage to them, the better. March 8 is international women's day!

The National Federation of Business and Professional Women's Clubs (NFBPWC) is proud to announce that we've been chosen to host a parallel event at [the 2021 United Nations Commission on the Status of Women \(CSW\)](#).

WE'D REALLY LIKE YOU TO BE A PART OF IT!

Be part of our [entertaining and informative MOVIE and EXPERT PANEL events](#). Both events are **FREE** and open to the public.

WATCH THE MOVIE / BE PART OF THE CONVERSATION

Attendees can register to view the film for **one week of on-demand screenings** AND register at the CSW portal to be part of the **March 18 one-hour LIVE Filmmaker Watch Party**, followed by a LIVE interactive expert panel discussion.

- March 10-17, 2021: On-demand viewing of *Pioneers in Skirts*
- March 18, 2021: [UN NGO CSW65 Virtual Parallel Event](#)
- Title: HOW TO USE IMPACT STORYTELLING EVENTS TO FAST TRACK A GENDER-EQUITABLE PANDEMIC RECOVERY.

Why we're hosting this event: NFBPWC would like to showcase innovative ideas for stopping the backsliding of progress made towards the achievement of gender equality around the globe. This event will show NGOs and activists how to use Art and Media to accelerate action to achieve their mission.

BPW members and their guests, representatives of [Member States](#), UN entities, and [ECOSOC-accredited NGOs](#) from all regions of the world are invited to attend both events!

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

Engage with NFBPWC on Social Media



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



https://www.youtube.com/channel/UC2l_ciLxLyvbu1dbBOsV9Tg



<https://twitter.com/nfbpwc>



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



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








LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:

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

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options



Member Only

\$16.00 / month



Member + 1

\$20.00 / month



Member + Family

\$25.00 / month

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

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

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

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2020-2021:

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

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

By: Lynn Brandstater, President, CFBPW California

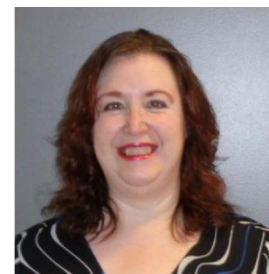
California continues to Advocate, Believe and Communicate. Congratulations to the Berkeley club for an outstanding program at the end of last month featuring Black history and an overview of Oakland based Serenity House's varied recovery programs for women. Congratulations to Valley Sunset District's Women of Achievement: Dr. Barbara Ferrer, LAC Public Health Director; Burbank Councilmember and former Mayor Sharon Springer recognized by the Burbank club; BethRivera, rancher and entrepreneur from the Conejo Valley Club; and Ashley Maria, film maker extraordinaire from the Hollywood club.

This month, Hollywood celebrates its 100th anniversary! Marjory Hopper and her team will present a tribute to the club on March 3. Everyone is encouraged to attend via zoom and share a memory. One of mine is a former meeting venue, the Hollywood Roosevelt Hotel on Hollywood Boulevard. It was the site of the first Academy Awards gala. On March 9, Downtown Sacramento will present a tribute to women's history month at their monthly meeting. On March 16, Burbank's program will feature Dr. Chandnish Ahluwalia, Medical Director for Clinical Lab and Pathology at USC Verdugo Hills Hospital. We are planning a strong showing at the National Parallel Event at the UN CSW. California is proud that Ashley Maria' film, "Pioneers in Skirts" is the basis of the event discussion. This is a true moment of motivation and pride for all Young Professionals.

NFBPWC Colorado Federation

Executive Committee 2020-2021:

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



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

By: Evie Hudak, 1st Vice President, BPW Colorado

BPW Colorado had a very successful Midyear Convention and Legislative Conference on Feb. 13, 2021. This was our second convention done on Zoom. At the business meeting, we responded to a request by the Colorado Women's Foundation to sign onto a letter to Congress supporting the Women, Peace, and Security Act 2017, a law which mandates the meaningful inclusion of women in all aspects of peacemaking and brings gender considerations to major foreign policy and security initiatives. This initiative is part of Beyond Our Borders, a group-advised fund held at the Women's Foundation of Colorado, which shares WFCO's belief that to strengthen families and communities, we must advance and amplify opportunities for women to be empowered to reach economic self-sufficiency.

The theme of our Legislative Conference was health care. We had two dynamic presenters:

- Dr. Rachel Herlihy, Colorado State Epidemiologist. Her presentation included information about COVID-19 and how Colorado has been handling the pandemic since it began. She told us that cases and deaths in the state reached a low in June-July 2020 and peaked November-December 2020. Cases and deaths in the state are currently decreasing again, and Colorado is in the bottom third of the nation in the percentage of new cases. She attributes our state's relative success in handling the pandemic to the coordinated response team created by the Governor, which works on investigating outbreaks, doing extensive testing, contact tracing, mathematical modeling for forecasting, and daily guidance to the public.
- Former State Senator Jeanne Nicholson of Health Care for All Colorado (HCAC). She presented the reasons for and the details of HCAC's proposal for the passage of a statewide universal health care plan. The Colorado Health Plan is basically what has been called "Medicare for All"; it would allow all state residents to choose their own medical providers, who would be reimbursed from the state for the care included in the plan, as well as hospitalizations. It would be funded by a single tax that would replace – and be lower than – the sum of all the costs currently paid by individuals for health care – including health insurance premiums, co-pays, and prescriptions.

NFBPWC Boulder Colorado

By: Sharon Simmons, BPW Boulder Member

NFBPW Health Fair Adventure of the Illusive COVID VACCINE

I want to share a fun story about my experience with the magnificent Health Fair put on by our sisters with National Federation of Business and Professional Women's Chapters (NFBPWC)! I had a blast and hope we do it again sometime soon. So many good subjects to choose from for the 'breakout rooms.' This is a whole new world for some of our members/chapters.....zoom zoom. What a techie world we live in now, eh? Congrats to the NFBPWC and our President Megan Shellman-Rickard and her great national team.

I hopped on and visited with our sisters all over the USA and around the world. I met people I have never seen before. That was fun. We chose what breakouts we wanted and, of course, technology wasn't working, so President Megan manually moved us into our rooms. I chose some great topics. One was all about the COVID Vaccine. I thought what the heck, why not learn more since I cannot get on a list for the vaccine. Anyone else having that issue? And I'm in Health Care.

Diana Herrero from CDPHE Boulder County Health was the speaker-with Chanel Heermann in our group leading the way. She had a great number of statistics and science of this bug. We do not like this bug, we do not like it SAM I AM!! About half-way through the presentation, I did a 'chat' with Diana and asked how the heck someone can get a vaccine. I am a health care worker and immune compromised, 65-year-old wonder woman, with no access to the vaccine. She was awesome and said to email her and she would investigate. Keep in mind I am on EVERY LIST in Colorado. Seriously!

So, I sent my email on Saturday via the great and wonderful Gmail (not) which dumped me. OH NO WHAT WILL I DO? Heart rate up. Connection gone. What do I do? I emailed Chanel Heermann, who was on the committee for the Health Fair. She said it wasn't a problem and patched my email through to Diana a few days later. Then she introduced me via email to Ardeshir Mohtadi-Artie. He works with Bloom Home Health care, which happens to be similar to my part time employer Windhorse Elder Care, which he jumped on when he called me. He thought I ran the company! Well. Not yet. Haha. I said ok ok I will send you a connection name of who to partner with for vaccines, now what about ME ME ME. He laughed and said let's see what we can do. That was Tuesday. I waited.

I had his cell number now. I am nothing if not persistent! As you all know. I texted him and he finally said ok ok ok I have a number at Bloom Home Health Care and am working on it. He asked if I could go anywhere in the area. I said yes, can I bring a friend who is almost 70 and has health issues. I was asked if she was in health care. WHY, YES SHE IS.....(I think a Cranial Sacral/Massage Therapist is health care!). He said he would try.

Wednesday I started bugging him at the BREAK OF DAWN and he was very nice about it. He said to stand by! He might be able to get us in at Wheatridge if enough vaccines were available and some did not show up that made appointments. My friend and I sat patiently; kind of, and I kept texting poor Artie. Squeaky wheel thing ya' know! And magically at 1:00 he texted and said you have two appointments at 2pm can you get there? EEEEEEEK I thought to myself and said SURE! Then I texted my friend who lives in Westminster. Sure, she can get there!! I left with Gracie my service dog immediately! Well. As you know EVERYONE works in Boulder these days, so traffic was HORRID at 1:15pm geez. Who knew? I certainly did not.

I put the address in GoogleMaps and headed out. Well. The weather was chilly, but clear. No ice or snow. You'd think it was a blizzard by the number of accidents we encountered. My friend left her home in Westminster at 1:10 and she knew the area and didn't put it in her maps system. BAD DECISION in retrospect. She ended up going a quick way and ran smack dab into an accident scene on Sheridan. She flipped around and took side roads. Gracie and I were looking at GoogleMaps and wondered why we went CLEAR out to Denver and back I-70 west to get to Wheatridge via many detours. Thankfully, I did not argue or 'go my own way' as the song says. BIG ACCIDENT.

Both of us found the road the vaccines were on, but it didn't look like anything you'd expect! We both drove by and it was 1:58pm yikes! We passed each other laughing and circled back seeing orange cones on a side street of a residential area. I thought oh no....it's a back alley deal. BUT, alas, it was Bloom Home Health Care and the two nurses were outside doing amazing work giving vaccines in our cars! It was a maze to get in there, but when we did, my friend was first in the line and I was two behind her. THEN, the line grew very long. Whew. That was close. Those of you who have not gone through this drive-through process it is amazing. You need a driver's license or ID, insurance/medicare card and you are golden. I got my shot BAM and a card AND I asked what to do about the second vaccine. Magically I was told to turn over the card and my second appointment was on there. Same bat time, same bat station! Wow. EASY BREEZY!

I encourage you not to give up. My guy Artie said I can't send folks to him, because he just doesn't know about vaccines day to day, BUT it was great to get that referral from a BPW event like that. It saved my working behind! Thanks NFBPWC!!

Let's do another one soon! Megan you did great! Thank you sooooo much. Can't wait for the second shot so I can go see my grandkids/great grand in WA. I'm DRIVING!!!!

BPW Colorado Green News

Ways to Support Two Climate Campaigns thru March by Bonnie Sundance

As you read, take this moment to step into connection with Mother Earth, recalling a place you love and care about, or simply sending a grounding cord into the center of the planet from your body. Relax and listen with your body, in company with the planet Earth.

Connection, being in loving connection with an open heart to hear what we are called to be present with in changing times. Change, a dance we are all part of. Changing what we've been reliant upon — because it is causing our demise and degrading the planet. What is this reliance? It has many facets. Let's look ...

Here beneath our feet is the true source of our planetary life. Do we know her, this Mother Earth? Have we been listening to her feedback?

There are voices of our own human kin calling to us, bringing attention to concerns -- let's listen.

This past year I have been listening to the voices of my Indigenous kin, whose nations have lived on Turtle Island — the North American continent — for thousands of years and have learned lessons from living with Mother Earth.

Line 3 Water Protectors

Recently I have been listening to the Water Protectors in Minnesota, who are bringing attention to the impacts of oil-carrying pipelines upon their Indigenous lands, impacts that worsen the Climate Crisis and threaten 800 water

bodies in their area. The Standing Rock Sioux brought attention to similar issues and impacts, which are difficult and challenging for us to attend to since they bring painful realities forward.

I invite you to explore Indigenous people's way of sharing these issues, their voices for our life with Mother Earth (see Sources below).

In brief, the presenting issue is one of an old pipeline, Line 3, which a pipeline corporation called Enbridge wants to replace. It runs through Indigenous lands and waterways in Minnesota. Enbridge is a company whose history includes leakages and bad spills, despite technology designed to avoid them. The issue is also one of listening to Indigenous voices about impacts on their lands, rice growing areas, and people — especially women affected by the mancamps for workers building the pipeline, women who go "missing," often suffering abuse or murder, crimes frequently ignored by non-Indigenous police.

Sacred People, Sacred Earth Campaign

Another voice I have been listening to is that of Green Faith International, whose campaign Sacred People, Sacred Earth calls us to 10 Planetary Priorities. Among them are 100% renewable energy, respecting Indigenous rights for self-determination, net-zero greenhouse gas emissions in wealthy countries, and no new fossil fuel infrastructure. All these priorities are expressed in the actions of the Stop Line 3 campaign.

Green Faith International calls us to a **Global Climate Day of Action** on March 11. In Boulder, Colorado, there will be several actions offered, one to Stop Line 3 — see more at <https://greenfaith.org/take-action/greenfaith-international-network-our-ten-demands>.

Please take some time to **educate yourself further** — do so as an expression of support and in connection with those activists and Indigenous people standing up for the planet. Find out below why we should care (Sources) and what we can do (Actions You Can Contribute).

Sources:

* The main website is <https://www.stopline3.org>. From this website: "Line 3 is about expansion of a dying tar sands industry ... [and] would contribute more to climate change than Minnesota's entire economy. We need to decommission the old Line 3 and justly transition to a renewable, sustainable economy. Line 3 would violate the treaty rights of Anishinaabe peoples and nations in its path — wild rice is a centerpiece of Anishinaabe culture, it grows in numerous watersheds Line 3 seeks to cross."

* "LN3: Seven Teachings of the Anishinaabe Resistance," nominated by three film festivals, including the Colorado Environmental Film Festival 2020, 38 minutes, <https://www.stopline3.org/ln3film-video>

* "Virtual Tour of Line 3 Resistance Camp Migizi," 13 minutes, <https://www.facebook.com/events/224217989365177> — I especially was touched by the voice of this Indigenous woman at one of the protector camps beside the pipeline.

* Visit <https://greenfaith.org/take-action/sacred-people-sacred-earth> and sign the statement of 10 Climate Priorities. Also sign up here for an educational webinar from Our Sacred Earth as part of this Global Day of Climate Action on March 11 by typing "Boulder" into the Search box.

Actions You Can Contribute:

* Ask supporting banks to end their loans to Line 3 by March 31, at <https://stopthemoneypipeline.com/defund-line-3>

* Tweet to President Biden #StopLine3 pipeline, sign the petition at <https://www.stopline3.org/take-action> and/or write directly to the White House at <https://www.whitehouse.gov/get-involved/write-or-call>

* Donate financially to stop Line 3 on their website at www.stopline3.org

* Sign the Green Faith International Statement at <https://actionnetwork.org/forms/sacred-people-sacred-earth-sign-the-multi-faith-climate-statement>

* Share what you learn with other people in your life, and share this email, too.

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

VI. WEAK RESPONSES

55. Some countries are gradually making significant progress, developing more effective controls and working to combat corruption. People may well have a growing ecological sensitivity but it has not succeeded in changing their harmful habits of consumption which, rather than decreasing, appear to be growing all the more. A simple example is the increasing use and power of air-conditioning. The markets, which immediately benefit from sales, stimulate ever greater demand. An outsider looking at our world would be amazed at such behaviour, which at times appears self-destructive.

[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

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

NFBPWC South Florida

Executive Committee 2019-2021:

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

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

NFBPWC La Grange-Chicago

Executive Committee 2020-2021:

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

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

NFBPWC Michigan

Executive Committee 2020-2021:

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

By: Shirley Zeller, President, NFBPWC Michigan

On Tuesday, February 23, 2021, the Michigan Affiliates sponsored a program by the David Holtz of the Sierra Club. He brought us up to date on the status of the Line 5 pipeline that crosses the waterway connecting Lake Huron and Lake Michigan. There is an effort to shut down this pipeline because of the impending danger of a major oil spill in the Great Lakes. It was a very informative discussion with lots of questions. Joining in were affiliate members, some out of state members and those interested in the environmental issues connected with this issue.

All of the current Michigan affiliate members have renewed and the dues have been submitted. We are hoping to have others join in during this year.

NFBPWC New York City

Executive Committee:

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

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

The NYC Chapter will evaluate the platform of each candidate for Mayor in NYC against the NFBPW priorities and to ensure that there is a strong understanding and recognition of how business and professional women have been impacted disproportionately by COVID responses. We will encourage candidates to speak with us, and invite members from around the nation to participate in these events. It is more critical than ever to ensure that business and professional women do not lose the gains made over the past decades.

NFBPWC North Carolina

Executive Committee 2018-2020:

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

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



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

Our February 18 meeting was attended by guests: Megan, Sandy, Deb, and Daneene. Past BPW/NC state President, Varnell Kinnin, shared a presentation entitled, "Black Women in History." This was followed by a contest with prizes! Congratulations to the winners, Alice, Sandy, Jo, and Barbara. NFBPWC-NC thanks Varnell for her wonderful presentation. We appreciate that so many folks from the NFBPWC executive committee attended our meeting and support our club.

NFBPWC-NC invites you to our March 18, 2021 meeting at 8pm Eastern. We are pleased to invite Dr. Trish Knight to present the NFBPWC mentoring program.

Other news around NC and beyond:

Congratulations to Barbara for successfully demolishing a bathroom in her home in preparation for renovation. See the picture of Barbara.

Marsha went off-grid to her cabin in WV where she enjoyed a beautiful snow! The internet is supplied by a West Virginia state flower (satellite dish). There were some glitches during the meeting in February. Special thanks to Barbara for stepping in and assisting with the tech issues. See the picture of Marsha's cabin in the snow.



Thank you to Varnell for contributing the below article.

Is your club having a meeting that NFBPWC-NC can also attend? Please let us know at nfbpwcnc@gmail.com or <https://www.nfbpwc.org/North-Carolina>

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



By: Varnell Kinnin, SDG-NC Chair and Secretary

One of my greatest achievement as president was to be the second African American woman to be state president of the North Carolina Federation of Business and Professional Women's Organization.

When I joined BPW in 1989, there were only a few African American women on the regional and state level. So, I began to get involved. I started on the local level by becoming committee chairs and then moving to holding local office. This was in the Tarboro BPW. I worked my way through the ranks on the regional and state level to finally the state president.

As president, I told the club presidents not to stress. Do what you can with the members you have. I told them that BPW is supposed to enhance your life and not enrage it.

For future presidents I would say, be yourself and follow your heart and mind. You should try new things and if it works, wonderful. But if it doesn't work, regroup and go back to square one if you have to.

Also remember "change" is constant. My theme was "Changing with the Times." There will always be change in membership, club presidents, bylaws, programs, etc. It is how you deal with it that makes you a good leader.

Finally, please remember that the members are volunteers. They pay to be a part of the organization. Make it worth their time and money to be a member. Listen to their needs and ideas. And by all means, be flexible.

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

Happy February

February is Heart Month and it's meaningful to think about what we receive when we give from our hearts. From donating socks from our hearts to those in need for our "Sock It To Me" program to the warmth in our hearts when we see one another in person at our Drive-In lunches, to the heart we bring to our monthly Zoom meetings, the women of Chatham County BPW are leading with our hearts. And that is powerful. We are creating a true sisterhood in our little corner of the world and its light radiates out. Thank you for giving your hearts, this month and every month.

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

February is a short month so this will be a short report.

NFBPWC-Pennsylvania. We are on Facebook and we are enjoying the many “likes” that you are giving us. We are all learning new information almost daily. Big shout out to Ginny Bailey for her many hours of research and sharing of current information about women and girls or to our vast history of the stories came before us. Thank you, Ginny.

But our big push in February was our “Love is in the Air.” Promoted by member, Emily Holgash, she encouraged everyone to take a moment to color in their “hearts” and present to someone we “love.” We did have participants and we thank everyone for their submissions. Some were posted on the NFBPWC-Pennsylvania Facebook. I’ll ask Michele to post a few pics for you (below).

We have a meeting planned for Sunday, March 7, 2021 via Zoom. We are all being patient as to the status of receiving the COVID-19 vaccine. At the moment, our BPW/PA will be meeting virtually on Saturday, March 13 at 9:00 a.m. But I will be able to present and share what the NFBPWC has been doing as well as the PA Affiliate Chapter of NFBPWC.

We are Zooming right along. March looks like a very busy month for us. Happy St. Patrick’s Day!

Our Sweethearts of the PA Affiliate Chapter of NFBPWC -



Lilly Gioia of the PA Affiliate Chapter of NFBPWC sharing her favorite topic, "Women's Issues," with the CMC BPW of PA. Her knowledge of the current legislation within PA and the US can be found in her monthly contribution to the E News. Her quest to know and share is remarkable. Thank you, Lilly! We just want to know -When do you sleep?

Next to her is Ginny Bailey, member of the PA Affiliate Chapter, who was then President of the CMC BPW LO.

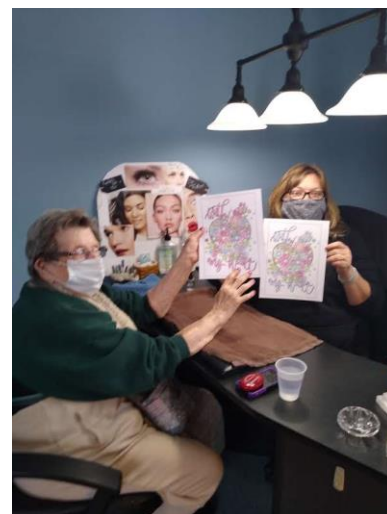
Ginny has become our face book expert for the NFBPWC-Pennsylvania. Thank you, Ginny!



Pictured on the Left: Nancy Werner with heart drawing.

Pictured on the Right: Elfriede Werner, Nancy Werner's 92 year old mother-in-law and a 60 year member of BPW, was given a special Valentine's heart.

Also, Deb Campbell, Nancy and Elfriede's manicurist for 27 years, was given a special Valentine's heart, too. Both loved the thought and purpose of the BPW project.



Pennsylvania Advocacy Report

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

S.145/HB695 USPS FAIRNESS ACT WILL HELP THE BELEAGUERED U.S. POSTAL SERVICE:

After former president Trump called the U.S. Postal Service “a joke,” he vetoed billions in aid when the Post Office and its employees were being ravaged by Covid-19. He then falsely accused postal workers of seeking to corrupt the electoral process by selling mail-in ballots. According to a 2/8/21 Bloomberg Businessweek report, President Biden instead, places a high priority on modernizing the long-neglected USPS. The Postal Service suffered a \$9 billion loss in 2020 struggling with pandemic-related absences and delivery delays. It faces dwindling mail delivery and a need to maintain a six-day service. There is an urgent need to address its mandate to prefund future retiree health benefits every year which drove the Post Office into insolvency as overall mail volume fell. In early February bi-partisan legislation in the House and Senate was co-sponsored by Representatives Peter DiFazio (D/OR), Brian Fitzpatrick (R/PA), Carolyn Maloney (D/NY), Tom Reed (R/NY), Colin Allred (D/TX) and Senators Steve Daines (R/MT) and Brian Schatz (D/HI). HR.695 and S.145 are postal reforms doing away with prefunding by integrating retired postal workers into Medicare, something the USPS has long supported. The USPS Fairness Act takes a step toward eliminating the prefunding mandate. Prefunding accounted for about half of the USPS's 2020 losses. A January 2021 Biden Executive Order calls for the electrification of the Postal Service's more than 230,000 trucks, vans and other vehicles as it replaces an aging fleet. The Biden administration supports new funding allowing the Postal Service to hire more workers and reverse the Covid-related decline in service. Almost 20,000 workers daily out of a 644,000 workforce, have been in quarantine because they'd either tested positive for Covid-19 or been exposed to someone infected. The pandemic highlighted the importance of the USPS as its package volume rose 18% in 2020. In the midst of the crisis, USPS also transported 135 million ballots. Michael Plunkett, president of the Association for Postal Commerce, an organization representing banks, insurance companies and other large users of first-class and marketing mail, complained that “Service right now is worse than it's been in at least 25 years.” Moving S.145 and HR.695's postal reforms through Congress must be a high priority.

\$15 MINIMUM WAGE A POSITIVE IMPACT FOR WOMEN WORKERS:

32 million workers would benefit from a \$15 an hour minimum wage reached in stages by 2025. Nearly six in ten (59%) of minimum wage workers are women. More than half (54%) work full time. More than four in ten (43%) have some college experience. More than a quarter (28%) have children. More than half of workers who would benefit are adults between the ages of 25 and 54, only one in ten is a teenager. The Raise the Wage Act of 2021 indexes the minimum wage to protect against future erosion and phases out the harmful \$2.13 sub-minimum wage for tipped workers. The majority of these 32 million workers are employed in essential and front-line industries. Raising the minimum wage helps narrow the racial and gender pay gap. 23% of workers who benefit from a \$15 minimum wage are Black and Latina women. By 2025 this would raise pay for three in five workers with incomes below the federal poverty line. A \$15 minimum wage by 2025 would generate \$107 billion in higher wages for workers, and boost annual earnings for the average affected year-round worker by \$3,300. This injection of wages will help stimulate the economy, spurring greater business activity and job growth, according to an Economic Policy Institute analysis.

For over a decade the minimum wage has been stuck at \$7.25 an hour – the longest it has been unchanged since the minimum wage was established in 1938. As a result the workers earning the current federal minimum wage are paid less per hour in real dollars than their counterparts were paid 50 years ago. According to the National Employment Law Center, the stagnant federal minimum wage is a result of structural racism and sexism.

The Raise the Wage Act of 2021 raises the federal minimum wage to \$9.50 this year and increases it in steps until it reaches \$15 an hour in 2025. After 2025 the minimum wage is adjusted annually to keep pace with growth in the median wage, a measure of wages for typical workers. Phasing out the egregious sub-minimum wage for tipped workers, which has been frozen at a meager \$2.13 since 1991, is long overdue. Since 2012 states representing approximately 40% of the U.S. workforce have approved raising their minimum wages to \$15 an hour. High quality academic scholarship confirms that modest increases in the minimum wage have not led to detectable job losses. According to a Businessweek 2/8/21 report, new analysis by Dr. Arindrajit Dube, economics professor at University of Massachusetts studying a broader data set, showed strong evidence that increases in in-state minimums didn't hurt employment even in low-wage counties. 2019 Research by economists at University of California at Berkeley found it can still be worthwhile to increase the minimum wage if it raises incomes of low-wage families overall. Some experts say that as with free trade, which helps more people than it hurts, any losers could be made whole with government assistance. Dube's analysis has passed muster with editors and peer reviewers at two of the profession's most prestigious journals, Harvard's "Quarterly Journal of Economics" and the American Economics Association's "American Economics Review." By providing families with higher incomes, minimum wage increases have improved infant health and also reduced child abuse and teenage pregnancies.

In Pennsylvania Gov. Wolf's budget address he proposed increasing the state minimum wage to \$12 per hour effective July 2021 with a goal to reach \$15 per hour by 2027. Recent research shows that in all our neighboring states with already increased minimum wages, both wages and employment in the food service sector are growing faster than Pennsylvania. The Commonwealth last raised the minimum wage in July 2007 which was then 39% of the then typical (median) wage of \$18.29. Since then the minimum wage has been unchanged and fallen to 30% of the \$18.29 median wage. As of January 2021 the minimum wage increased in 26 states since December 2013. Low wage Pennsylvania workers in large parts of rural Pennsylvania have lost the most ground.

REINTRODUCE THE SCHEDULES THAT WORK ACT!!

Maria Fernandes died at the age of 32 while sleeping in her car in the parking lot of a New Jersey Wawa, writes Jill Lepore in the 1/18/21 New Yorker. "It was the summer of 2014 and she worked low-wage jobs at three different Dunkin Donuts, and slept in her Kia in between shifts with the engine running and a container

of gasoline in the back, in case she ran out. In the locked car, still wearing her white-and-brown Dunkin Donuts uniform, she died from gasoline and exhaust fumes. Fernandes had been trying to sleep between shifts, but all kinds of workers were spending hours in their cars, waiting for shifts.” Within a year of Fernandes’s death, Senator Elizabeth Warren (D/MA) and Rep. Rosa DeLauro (D/CT) reintroduced the SCHEDULES THAT WORK ACT. It would have required food service, retail and warehouse companies to let employees know about changes to their schedules at least two weeks in advance and barred them from firing employees who asked for regular hours. This bill has never even come up for a vote! Americans work more hours than their counterparts in peer nations including France and Germany and many work more than 50 hours a week. Four in five hourly retail workers in the U.S. have no reliable schedule from one week to another. Instead, their schedules are often set by algorithms that aim to maximize profits for investors by reducing breaks and pauses in service—the labor equivalent of the just-in-time manufacturing system. Americans have fewer paid holidays than workers in other countries and the U.S. is all but alone in having no guaranteed maternity leave and no legal right to sick leave or vacation time. In 7 in 10 of the lowest income households, mothers bring home most or all the income.

In retail, food service and cleaning occupations 2/3 of retail and food service workers receive their work schedules less than two weeks in advance. According to new research, the burden of these practices falls disproportionately on women of color who are overrepresented in the low-wage workforce. A 2019 report found that unpredictable schedules can lead to burnout, overwork and financial insecurity. Black and Hispanic WOMEN are disproportionately impacted by unpredictable schedules, and were more likely to have a shift cancelled without appropriate notice than white workers. Senator Warren stressed that erratic scheduling practices make it difficult to arrange child care, care for other family members, pursue career development or other education, get or keep a second job or take care of your own health. For workers the result is financial insecurity, high stress, and poor health outcomes and, for parents, less time spent with children. The Schedules That Work Act requires retail, food service and cleaning corporation employers to provide schedules two weeks in advance. Compensation would be provided to employees whose schedule abruptly changed or when they are assigned to a particularly difficult shift including split shifts and call-in shifts.

These same protections would be expanded to include the hospitality and warehouse workers, establishing a right to rest between shifts. Workers are protected from being forced to work in a closing shift one night and the opening shift the next day or be compensated adequately if they voluntarily did so. Employers would be required to compensate employees if schedules are not posted two weeks in advance or if there are changes to the schedule within the two week period. This legislation was introduced and reintroduced in 2015, 2017 and 2019 and needs to be a top priority NOW. Maria Fernandes, the daughter of Portuguese immigrants, rented a basement room in Newark for \$550 a month. She was born in Fall River, Massachusetts and once wanted to be an actress, a police officer, a flight attendant, or a beautician. She spoke four languages – English, Portuguese, French and Spanish. Normally she worked from 2 to 9 P.M. at a Dunkin Donuts kiosk before driving to Linden, NJ where she worked from 10 P.M. to 6 A.M and working weekend mornings in Harrison.

AMAZON FACES LAW SUITS AND POSSIBLE UNIONIZATION OVER NEW “MEGA-CYCLE WORK SHIFTS:

According to a 2/4/21 Vice News report, workplace injuries at Amazon warehouses are twice that of the national average for the warehouse industry. A 2020 report by the National Employment Law Project and Amazon’s own internal data paints a very troubling picture about what’s happening inside the company’s fulfillment centers. Algorithms being introduced to speed up rates and force workers to work faster are cited in the report as the driver of high injury rates. Another factor is the exhaustion and fatigue that sets in after lifting boxes for 6 or 8 or 10 hours. In more and more facilities Amazon is quietly introducing MEGA-CYCLE shifts that begin in the middle of the night, usually from 1:20 A.M. and end at 11:50 A.M. An Amazon spokeswoman said that the transition to Mega-Cycle provides a longer window for customers to place orders and an improved station experience, and makes it easier for different delivery stations to work together. A

delivery station is the smallest type of Amazon warehouse where packages are prepared for last-mile deliveries to customers' homes. Labor experts say the move to consolidate shifts in the warehouse industry is a tactic long used by employers to cut back on labor costs. Scheduling fewer workers for longer shifts means paying for fewer benefits. The Mega-Cycle shift collapses shorter shifts into one 10-hour shift, but the new schedule is unworkable for mothers, those who care for elderly relatives and others who need to be home in the morning hours. In a covid-19 environment kids are home and learning virtually and a parent needs to be with them. Workers are being told to work the Mega-Cycle shift or be fired. This action by the company has been a target of protests, walk-outs and petitions organized by workers who are now being forced to choose between their lives outside Amazon and keeping their jobs in the middle of a pandemic.

New York State Attorney General Letitia James sued Amazon on 2/16/21 arguing that the company provided inadequate safety protection for workers in New York City during the pandemic and retaliated against employees who raised concerns over the conditions at the largest Staten Island warehouse and the Queens Delivery station. Amazon failed to properly clean its building, conducted inadequate contact tracing for known covid-19 cases and "took swift retaliatory action" to silence complaints from workers, James charges. "Amazon's extreme profits and exponential growth rate came at the expense of the lives, health and safety of its frontline workers," James argued in a New York Supreme Court filing. Amazon received written notification of at least 250 employees at the Staten Island warehouse who had covid-19. In more than 90 of those cases, the infected employee had been at work the previous week, yet Amazon did not close portions of the building to provide proper ventilation as the state required, according to a New York Times 2/6/21 report.

The U.S. Federal Trade Commission (FTC) announced that Amazon withheld nearly \$62 million in tips from delivery drivers in order to pad its own bottom line, according to a 2/5/21 Time magazine report. FTC Commissioner Rohit Chopra tweeted, "In its years-long scheme, Amazon baited drivers with earnings promises, but then syphoned tips and slashed wages pocketing over \$60 million in the process." Amazon settled with the FTC not admitting guilt. Amazon boasts a \$1.68 TRILLION market cap and employs more people than the entire population of Austin, Texas. The company is dealing with threats of unionization in warehouses and on-going safety concerns during the covid-19 pandemic. \$62 million isn't even 1/100 of the company's fourth quarter net earnings. A unionization battle unfolding at Amazon's Bessemer, Alabama warehouse could give employees the opportunity to collectively bargain for regular pay, hours, and mandated overtime shifts. A majority yes vote by roughly 5,800 workers to join the Retail, Wholesale & Department Stores Union would make this the first Amazon warehouse in the country to unionize. Amazon's net income more than doubled in last year's fourth quarter reaching \$7.2 billion. This year its net sales surged 38% as their business boomed during the pandemic.

UNION POPULARITY GROWS DURING THE PANDEMIC -- P.R.O. ACT OF 2021:

Introduced 2/4/21, the PROTECT the RIGHT to ORGANIZE [P.R.O Act] protects the rights of workers to organize, reforming the nation's labor laws so that private sector employers cannot perpetually stall union elections and contract negotiations for those who are seeking to unionize. The PRO Act protects the right to form unions; repeals "Right to Work" laws, and sets penalties for companies that try to bust unions. Generally, women workers with union representation enjoy significantly higher pay and better benefits than women without union contracts. Under the PRO Act workers and the National Labor Relations Board, not employers, control the timing of union elections. Employers cannot force employees to attend anti-union meetings and penalties are imposed when employers break the law. Employers and corporate executives are penalized for illegally retaliating against workers trying to organize. Additionally, workers will receive monetary damages or other remedies if they are illegally fired or harmed, and fired workers must also be reinstated while their cases are pending. The PRO Act creates a road map to a first contract. If an agreement can't be reached, this legislation calls for arbitration. In the event of a strike, the management tactic of hiring replacement workers is prohibited. Workers are no longer banned from engaging in boycotts, seeking leverage in negotiations. The PRO Act importantly, cracks down on worker misclassification. Workers cannot be wrongly deprived of their

organizing and bargaining rights by being misclassified as supervisors or independent contractors, according to an analysis by the Economic Policy Institute.

O.S.H.A. MANDATED TO ISSUE PANDEMIC EMERGENCY WORKPLACE SAFETY STANDARD:

President Biden directed the Occupational Safety & Health Administration (OSHA) to revise its coronavirus guidelines and take other actions to protect workers from the on-gong pandemic. According to a Government Executive report, the Trump administration's safety agency was heavily criticized during the pandemic for not doing enough to protect workers and issuing miniscule violation fines. President Biden said of OSHA, "for the past year we couldn't rely on the federal government to act with the urgency and focus and coordination we needed and we've seen the tragic cost of that failure." President Biden's new Executive Order directs OSHA to work to revise covid-19 guidelines for workplace safety within two weeks. If emergency temporary standards for covid-19 are needed, they should be issued by March 15, 2021. OSHA's pandemic enforcement practices are to be reviewed. OSHA was ordered to work with the Labor Dept. on a multi-lingual outreach campaign to educate workers on their rights. "Workplaces are one of the places where infections are transmitted and an OSHA Emergency Standard is an important first step in protecting workers and stopping transmission," said Dr. David Michael, former OSHA Administrator from 2009-2017. Rebecca Dixon, Executive Director of the National Employment Law Project said, "Due to the negligence of employers and the failure of the Trump administration, workplaces have been a significant source of covid-19 spread, especially in industries where workers are underpaid. Workers in meat and poultry processing are among those who have suffered greatly. This Order will have an impact on improving the health and lives of Black, Indigenous, Latinx and immigrant workers who are disproportionately represented in many of the essential industries with the highest risk of spread of covid-19."

SEXUAL ASSAULTS IN THE MILITARY:

In his first directive since taking office as Secretary of Defense, Lloyd Austin gave his senior leadership two weeks to send him reports on sexual assault prevention programs and an assessment of what has worked and what hasn't. This fulfills a commitment Austin made to Senators during his confirmation hearing. "This is a leadership issue," Austin said in a two-page memo. "We will lead." Reports of sexual assault have steadily gone up since 2008 according to Department reports including a 13% jump in 2018 and a 3% increase in 2019. 2020 data is not yet available. Lawmakers have repeatedly called for action, including changes in the Code of Military Justice. Now each leader must submit a summary of the sexual assault and harassment measures they have taken in the last year. Austin requested data for the past decade including efforts to support victims, according to an Associated Press report. Statistics haven't been reliable because sexual assaults are vastly under-reported. Last year officials announced a new move to root out serial offenders. Under the new system victims who don't want to file a public criminal report are encouraged to confidentially provide details about their alleged attacker so that investigators can see if they have been involved in other crimes.

TWO NEW FEMALE GENERALS NOMINATED FOR 4-STAR PROMOTIONS:

Lt. General Laura J. Richardson and General Jacqueline D. Van Ovost of the Air Force saw their promotions delayed over fears of President Trump's reaction, according to a 2/17/21 New York Times report. Under the Biden administration the nominations are expected to go from the Pentagon to the White House within weeks and then to the Senate for approval. Both former Defense Secretary Mark Esper and Joint Chiefs Chairman General Mark Milley feared that any candidate other than white men for jobs mostly held by white men, might run into turmoil once their nominations reached the Trump White House. Pentagon officials agreed on an unusual strategy of waiting till the November elections, betting that if Joe Biden won, he and his aides would be more supportive of the Pentagon picks than Mr. Trump who had feuded with Esper and had a history of disparaging women. "They were the best qualified. We were doing the right thing," Esper said. Van Ovost is nominated to head the Transportation Command which oversees the military's sprawling global transportation network. She is already a 4-star officer. Of 43 4-star generals in the U.S. military, Van Ovost is the only woman. General Richardson will head the Southern Command which oversees military activities in

Latin America. General Richardson is a 3-star commander of the Army component of the Pentagon's Northern Command post in San Antonio which is playing an important role in providing military assistance to FEMA's covid-19 vaccination program.

DELAY IN U.S. 2020 CENSUS RESULTS:

Pennsylvania may need to postpone its 2022 Primary election because of late arriving data from the U.S. Census Bureau, according to a 2/12/21 Associated Press report. Pennsylvania President Pro Tempore Jake Corman, indicated the 2022 Primary scheduled originally for May 19, 2022 could be delayed since Census Bureau data used for redistricting congressional, state and local legislative districts won't be delivered until the end of September 2021.

PENNSYLVANIA FAMILY CARE ACT PROVIDES PAID MEDICAL LEAVE:

PA Senators Dan Laughlin and Maria Collett and Representatives Wendi Thomas and Dan Miller re-introduced paid medical leave legislation early in the new General Assembly session. With the continuing devastation of covid-19 working families need this more than ever co-sponsors argued. It is a reassurance during this period of enormous uncertainty and already supported, according to polling, by well over 70% of Pennsylvania voters and business owners. Supporters include the PA Women & Girls Foundation, Pathways PA, AARP/PA, Keystone Research Center, Main Street Alliance, MomsRising, National Council of Jewish Women, PA American Association of University Women, National Multiple Sclerosis Foundation, National Partnership for Women & Families, One Pennsylvania, Pediatric Palliative Care Coalition, PA Council of Churches, PA Health Access Network, PA Women Work, Veterans Leadership Program, Pittsburgh for CEDAW Coalition, Restaurant Opportunities Center of PA, PA Coalition for Healthy Families & Workplaces.

WILL HARRIET TUBMAN'S IMAGE FINALLY APPEAR ON THE \$20?

President Biden's new Treasury Secretary, Janet Yellen, is studying ways to speed up the process of adding Harriet Tubman's portrait to the front of the \$20 bill after the Trump administration allowed the Obama-era initiative to lapse. According to a New York Times report, the decision to have Ms. Tubman replace Andrew Jackson as the face of the \$20 note was set in motion in 2016. President

Trump opposed the idea and his Treasury Secretary Steven Mnuchin stopped work on that part of the currency design, arguing that adding new security features to the money was a more urgent priority. The new imagery of Ms. Tubman could not be put into circulation until 2028, Mr. Mnuchin said. In January 2021 Press Secretary Jen Psaki said, "It is important that our money reflect the history and diversity of our country and Harriet Tubman's image gracing the new \$20 note would certainly reflect that." The new \$20 bill was to have been unveiled in 2020 on the centennial of the 19th Amendment which granted women the right to vote. The famed Civil War-era abolitionist who led hundreds to freedom along the Underground Railroad was also a spy, nurse and scout for the Union Army. In 1899 lawmakers granted Tubman a \$20 monthly pension for her service.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

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

Executive Committee:

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

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

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

As you may know, the Virtual Chapter recently began the transition to dues payment through the National Chapter. Many thanks to those who have updated their membership dues...and a HUGE welcome to our newest members!

Overall, the transition has been progressing very well and that is, in large part, due to the efforts, support and assistance from NFBPWC President, Megan Shellman-Rickard, NFBPWC Treasurer, Deb Shuster Fischer and Virtual Chapter Immediate Past/Interim Treasurer Leona Phillips.

The Virtual Chapter met on February 17th and held a "Salon Conversations" format after some brief business. Many thanks to those who could attend. We had 2 small group breakouts and took the opportunity to share and discuss the following two questions.

1. What qualities to you most admire in a person/leader, etc? and
2. What 3 people (from any period/background) would you invite to dinner and why?

Save the date of Wednesday, March 10th at 7 pm EST for our next chapter meeting. We're planning to hear from Pioneers in Skirts and possibly a couple other special guests! Stay tuned for the registration to be posted on the website.

Here's to the anticipation of the beginning of Spring!

Newsletter Chair Report

By: Michele Guarino, NFBPWC Newsletter Chair and Virtual Club Member



I thought I would have a little fun in creating this month's newsletter cover. And what better way than to have a fun guessing game on how many women you can guess correctly. There were so many, that it was hard to choose. Most of them were picked out from a Marie Claire online article, "Famous Women in History."¹ I hope you enjoy the challenge. And, for those of you asking about my move to Florence, Italy, there are new challenges, but generally everything is great. Feel free to follow me on Instagram:

<https://www.instagram.com/cherryblossomreiki/>

Guess Who is on the Front Cover? How Many Did You Get Correct?



¹ <https://www.marieclaire.com/culture/g19444830/famous-women-in-history/?slide=24>

Here are the Answers...

1. **Florence Nightingale.** Known as the “Lady with the Lamp,” Florence Nightingale provided care and comfort for British soldiers during the Crimean War. She helped revolutionize medicine with her no-nonsense approach to hygiene, sanitation and patient care and turned nursing into a valued profession. She and nearly 40 of her trained nurses were on the front at the Crimean War, scrubbing every inch of the facilities, insisting on regular bathing of patients, and frequently changing bed linens; a decision that would influence the building of future hospitals around the world. Nightingale also introduced new approaches to the emotional and psychological side of patient care, with her nurses helping soldiers write letters home and Nightingale herself walking the ward at night with a lantern to check on her charges.²
2. **Madonna Thunder Hawk.** Madonna Thunder Hawk, an Oohenumpa Lakota, is a veteran of every modern Native occupation from Alcatraz, to Wounded Knee in 1973 and more recently the NODAPL protest at Standing Rock. Born and raised across the Oceti Sakowin homelands, she first became active in the late 1960s as a member and leader in the American Indian Movement and co-founded Women of All Red Nations and the Black Hills Alliance. In 1974, she established the We Will Remember survival group as an act of cultural reclamation for young Native people pushed out of the public schools. An eloquent voice for Native resistance and sovereignty, Thunder Hawk has spoken throughout the United States, Central America, Europe, and the Middle East and served as a delegate to the United Nations in Geneva.³
3. **Sonia Sotomayer.** Justice Sotomayer was appointed to the United States Supreme Court in 2009 by President Barack Obama, making her the first ever Hispanic woman to serve on the highest court in the land.
4. **Malala Yousafzai.** Yousafzai survived a gunshot wound to the face by the Taliban, and has since become a spokesperson for human rights, education, and women’s rights. In 2014, she was awarded the Nobel Peace Prize.
5. **Alice Coachman.** In 1948, Coachman became the first black woman to win an Olympic gold medal. In the high jump at the Summer Olympics, Coachman leaped 5 feet 6 1/8 inches on her first try. In 1979, Coachman was inducted into the Georgia Sports Hall of Fame. During the 1996 Summer Olympic Games in Atlanta, she was honored as one of the 100 greatest Olympians. She has paved the way for future African-American track stars, such as Evelyn Ashford, Florence Griffith Joyner, and Jackie Joyner-Kersey.⁴
6. **Ruth Bader Ginsberg.** Ginsburg was appointed by President Bill Clinton, and took office on August 5, 1993. She is one of only five women to date to ever serve on the Supreme Court. For much of her career, she was concerned with women's rights, promoting gender equality. In 2009 she was included by Forbes among the 100 most powerful women. As a U.S. Supreme Court justice, the second woman to be appointed to the position.⁵ While diminutive and soft-spoken, her fiery dissent from the conservative court’s 2013 decision to remove voting rights protections sparked her ascent to pop-star status, earning her the nickname “Notorious R.B.G.” (a riff on the late rapper Notorious B.I.G.). Ginsburg’s renown continued to grow among progressives with her subsequent stinging dissents on reproductive rights and affirmative action cases. Ginsburg made a name for herself as a champion of rights for women when she argued and won pioneering sex-discrimination cases before the Supreme Court in the 1970s. Once on the highest court, she wrote the 1996 opinion for the gender discrimination case *United States v. Virginia* that the all-male Virginia Military Institute must allow women.⁶

² <https://www.biography.com/news/florence-nightingale-hygiene-handwashing>

³ <https://www.warriorwomenfilm.com/featured-perspectives>

⁴ https://en.wikipedia.org/wiki/Alice_Coachman

⁵ https://it.wikipedia.org/wiki/Ruth_Bader_Ginsburg

⁶ <https://people.com/politics/ruth-bader-ginsburg-obituary-supreme-court-justice/>

7. **Tammy Duckworth.** In 2017, Duckworth became the first Thai-American woman and the to be elected to Congress. Just one year into her term, Duckworth fought for a resolution allowing infants into the chamber room, insuring that new parents in the Senate wouldn't have to miss out on any votes because of their newborns.
8. **Eleanor Roosevelt.** When her husband FDR took office, Eleanor didn't just stand by – she dramatically changed the role of the first lady, advocating for human rights, women's rights, and children's causes. She went on to become chair of the U.N.'s Human Rights Commission in 1945.
9. **Wangari Maathai.** Wangari Maathai was the first African woman to receive the Nobel Peace Prize. She was also the first female scholar from East and Central Africa to take a doctorate (in biology), and the first female professor ever in her home country of Kenya. Maathai played an active part in the struggle for democracy in Kenya, and belonged to the opposition to Daniel arap Moi's regime. In 1977 she started a grass-roots movement aimed at countering the deforestation that was threatening the means of subsistence of the agricultural population. The campaign encouraged women to plant trees in their local environments and to think ecologically. The so-called Green Belt Movement spread to other African countries, and contributed to the planting of over thirty million trees.⁷
10. **Gloria Steinem.** Gloria Steinem grew up to become an acclaimed journalist, trailblazing feminist, and one of the most visible, passionate leaders and spokeswomen of the women's rights movement in the late 20th and early 21st centuries. She gained national attention in 1963 when Show magazine hired her to go undercover to report on the working conditions at Hugh Hefner's Playboy Club. While Steinem's expose – "I Was a Playboy Bunny" – revealed the not-so-glamorous, sexist, and underpaid life of the bunny/waitresses, Steinem struggled to be taken seriously as a journalist after this assignment. She worked hard to make a name for herself, and in 1968, she helped found New York magazine, where she became an editor and political writer.⁸
11. **Indira Gandhi.** In 1966, Gandhi became the third prime minister of India, and is one of few examples of women rising to power in the country. She continued in her role for more than 20 years until she was assassinated in 1984.
12. **Naomi Parker.** This photo of Parker bending over machinery with her hair pulled back in a red bandana was the inspiration behind "Rosie the Riveter." A version of Rosie was published in The Saturday Evening Post in 1943 in a patriotic campaign to get women into the workforce, but the iconic photo was originally created as a poster for Westinghouse Electric Corporation with the now-popular phrase, "We Can Do It."
13. **Edmonia Lewis.** The first professional African American and Native American sculptor, Edmonia Lewis earned critical praise for work that explored religious and classical themes. Edmonia Lewis' first notable commercial success was a bust of Colonel Robert Gould Shaw. The money she earned selling copies of the bust allowed her to move to Rome, Italy, where she mastered working in marble. She quickly achieved success as a sculptor.⁹
14. **Sandra Day O'Connor.** In 1981, O'Connor became the first woman appointed to the U.S. Supreme Court. O'Connor was nominated by President Ronald Reagan, and the senate vote to appoint her was unanimous. She was a key swing vote in upholding big cases, like Roe v. Wade.
15. **Sally Ride.** Ride became the first American woman to travel to space on the shuttle Challenger in 1983. The astrophysicist and Stanford-grad beat out at least 1,000 other applicants for a spot in the NASA astronaut program.

⁷ <https://www.nobelprize.org/prizes/peace/2004/maathai/facts/>

⁸ <https://www.womenshistory.org/education-resources/biographies/gloria-steinem>

⁹ <https://www.biography.com/artist/edmonia-lewis>

16. **Sherly Swoopes.** Often referred to as the "female Michael Jordan," Swoopes is a certified basketball legend. As one of the first women to be signed into the WNBA, Swoopes paved the way for the greats that would follow her, but she made sure to set the bar high—throughout her career, Swoopes has won three Olympic gold medals, is a three-time WNBA MVP, and tops on every WNBA player list that has ever existed.

17. **Jane Goodall.** Goodall began studying chimpanzees in the Gombe Stream National Park of Tanzania in 1960, and her extensive research (which has spanned almost 60 years) has provided some of the most groundbreaking insight into the minds and social lives of our closest relative, chimpanzees. The primatologist and anthropologist went on to create the Jane Goodall Institute in 1977 as well as the Roots and Shoots program in 1991 as an effort to encourage wildlife conservation efforts.

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

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

Submission Deadline for the April eNewsletter is Wednesday, March 24th 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](#)

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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



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

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

Our NFBPWC Heritage



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

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

Our ambition

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

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

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

Affiliate Benefits

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

Individual Benefits

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

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