



NFBPWC Newsletter

MAY 2021 ISSUE



UNITING AND ADVOCATING FOR WOMEN

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**Submission Deadline for the June eNewsletter is
Sunday, May 23rd at 5:00 pm Mountain Time**

Upcoming Events

Saturday, May 1st, 2021

Mentoring Program is OPEN. See below [Report](#).

Fridays, May 7, 14, 21 and 28, 2021

NFBPWC National Friday Conversations
Register: <https://www.nfbpwc.org/events>

Wednesday, May 19, 2021

NFBPWC Virtual Chapter Meeting
"Progress, Participation, and Persistence"
4:00 PM Pacific | 5:00 PM Mountain | 6:00 PM
Central | 7:00 PM Eastern
Register: <https://www.nfbpwc.org/event-4220973>

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

President's Message



By: Megan Shellman-Rickard

Magnificent Metamorphosis

May is a month of change in the United States as across the country we are seeing the sprigs of spring and cleaning out the cobwebs in our homes and our lives. It is especially evident this year after enduring 14 months of masks, social distancing, online interactions, and the solitude that many of us dreamed we wanted... but not quite like this. As more of us are able to get vaccinated and there is a glimmer of hope that some "new normal" is approaching, we as leaders and members will see more success if we are dynamic and flexible in the months ahead of us.

NFBPWC has been an organization able to ride the waves that might have crushed many organizations. Throughout our initial formation and subsequent renewal in the 21st century, NFBPWC members have exhibited the ability to access our strengths through networking, professionalism, and ingenuity. As the pandemic bore down upon us, we quickly connected virtually (already having a platform from which to launch such an initiative, kudos to us!). We recognized our kinship as members and reached out to one another. We strove to provide a space in which we could interact, share stories, successes, and elevate one another. In essence, we found a way to connect nationally while reaching out globally. We rode the waves of the pandemic together (some of us in pajama bottoms and slippers while wearing pearl necklaces and silk jackets). Unfortunately, NFBPWC suffered the loss of some dear members in the past year, and we have learned to grieve together at a distance. The members of this organization have shared this experience that has been both trying and, thankfully, connective in a way that none of us could've imagined.

So, let us take a deep breath and thank each other for being stronger together. Let us thank each other for being genuine friends and really showing up for one another. Although this time will be remembered as one of sadness and despair, it was also a time when we shared a light and some laughter together. We recognize that this was also a time when we digitally crossed boundaries and found new friends across the nation and the globe. Let me express a deep sense of gratitude to each and every member during these times of COVID.

As we begin to ride this next wave of the "new normal," let us remember to lean on each other. We have a digital world that will be combining with our social nature as human beings. This pandemic has taught us that some of the things we claimed that "we could never do that online" were simply untrue. Our future is a hybrid of the past and the present. Let us connect our technological savvy with our incredible legacy as we help move mountains for working women here and abroad. As an organization, we are ready to step out and be a leader in uncertain times. The great news is that we are growing our membership, we are attracting global leaders, and we are getting the NFBPWC name out there! We can metamorphosize into the organization that we envision when we share our dreams of what we can be. Let us also remember to invite other incredible individuals to join us. We can embrace the change on the horizon and greet it together.

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

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2022

1st Vice President Membership News



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

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



NFBPWC is pleased to welcome

7 new members in the last 30 days

Lee-Ann Gaddis – Virtual Chapter (TN)

Angie J. Wilson- Virtual Chapter (LA)

Shelley Maloney - Virtual Chapter (CT)

Claire Richards – Virtual Chapter (MA)

Elaine McKeown – NFBPWC-NC

Denise Spink-Morin – Virtual Chapter (RI)

Sara Tracy – Virtual Chapter (NH)

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

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



Cheryl L. Rotkovich

Cheryl L. Rotkovich, beloved member of BPW Aurora (Colorado), passed away on March 29. She has been an important member of BPW Aurora and BPW Colorado for many years. She received Outstanding Small Business Leader award in 2014 and the Member Extraordinaire award in 2017 at BPW Aurora's Celebration of Women events. Cheryl was President and Treasurer of BPW Aurora, each for four years. She was treasurer on the Executive Committee and Chair of the Finance Committee of BPW Colorado, 2016-2019.

Cheryl is remembered for her wonderful sense of humor, her caring and support of all of us in BPW Aurora, and her competence and leadership.

She was a member of the CERT team for Arapahoe County and Arapahoe County Citizens Academy. She was active in her community having served as chairwoman for her city in the international Sorority, Beta Sigma Phi, which helps women broaden their horizons within the community. She served as an Ambassador and Leader of Tips and Leads Group at the Aurora Chamber of Commerce. In 2015, she received the Ambassador of the Year award at the Chamber.

Her business, Balancing Books, helped companies produce accurate financial information to present to their CPAs for tax advice and preparation. She had an accounting degree and was a member of the QuickBooks

ProAdvisor program. Besides her Balancing Books business, Cheryl was an NRA Certified Pistol Instructor and Range Safety Officer.

She is survived by her husband Glenn, her three children Aaron, Marci and Dana and five grandchildren. Her daughter-in-law, Vickie Rotkovich, said Cheryl was her very best friend.

When Cheryl was young, she delighted in doing puzzles with her grandfather. They called it “playing puz-zles.” Playing puzzles involved putting the puzzle together solely from the shapes and colors of the pieces and certainly did NOT include looking at the picture on the front of the box for guidance.

Playing puzzles suited Cheryl’s inquisitive nature and desire to have everything fit together to create some-thing greater from jumbled parts. Honing this passion and skill set at a young age helped her to see an end result from scattered pieces, or numbers in her world.

Rest in Peace, Dear Friend! We miss you!

Written by Kay O’Connell, BPW Aurora



PIP Yvette Swan

It is with great sadness to announce that Past International President Yvette Swan has passed away on Sunday, 18 April 2021.

Yvette became a member of BPW Bermuda after she moved there with her husband, Malcom. She was International president of BPW International during 1989-1993. She also served President of the International Project 5-O, an alliance of five international women organisations. From 1993-1998 Yvette served the Bermudian Government as a Senator, and Cabinet Minister.

Yvette initiated Lena Madesin Phillips award, the highest award of BPW International, and became its recipient in 2008.

Yvette studied Optometry in UK and worked as optometrist for 25 years. She later moved to Canada to study Theology at the Atlantic School of Theology (AST). She became a United Church of Canada minister, was working with the Nashwaak Pastoral Charge and died in Moncton, NB.

BPW members globally love and respect Yvette. Our memories of her would always remain in our hearts.

May her soul Rest in Peace and ascend to heaven. Our organization is deeply grateful for her great service and commitment.

(Source: Dr. Catherine Bosshart, President of BPW International (2021-2024))

NFBPWC California Federation

From Lynn Brandstater (NFBPWC CA President): It is with great sadness that I share we lost two of our beloved members in April.

Juelle-Ann Boyer

Bay Capital District's Juelle-Ann Boyer lost her battle with kidney disease. She was one of the most intelligent members we have been blessed to know. She was serving as President of our Education Fund which makes educational loans to members and their families and as the Bylaws Chair. Juelle-Ann also served as the NFBPWC's ERA/Human Rights

Chair. This leaves a void in our hearts and our Federation.

Margaret L. Prickett

Valley Sunset District's Margaret Prickett did not live to celebrate her April 15th birthday, after a long series of health issues and complications she passed on March 29, 2021 at the age of 80. She was, for many years, the glue that held the District together with her kindness, outreach to members, leadership and registration assistance at all the meetings.

2nd Vice President Advocacy Report



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

As with every month, May brings with it the opportunity to commemorate a variety of professions, issues, cultures and causes. In addition to being National Bike Month, American

Cheese Month, National Barbeque Month and many others, May is also Jewish American Heritage Month and Asian American and Pacific Islander Heritage Month.

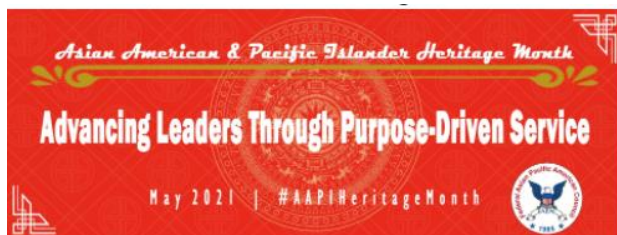
On April 20, 2006, President George W. Bush proclaimed the first Jewish American Heritage Month as a month to celebrate the contributions Jewish Americans have made to America since they first arrived in New Amsterdam in 1654. Previously, President Carter issued a proclamation designating a week in April or May as Jewish Heritage Week in April 1980.

Last year, the National Museum of American Jewish History in Philadelphia "repositioned Jewish



American Heritage Month to empower communities across the country to celebrate the inspiring history of Jewish people in America; educate diverse public audiences about Jewish culture; and spark crucial conversations about the American Jewish present and future."

I was fortunate to have been able to visit this museum last March, just prior to the initial peak of the pandemic and the beginnings of lockdowns. At this time, the galleries remain closed to the public, but you can visit virtually by going to <https://www.nmajh.org/virtual-museum/>. I highly recommend it! My daughter and I spent a great deal of time there and as you can see in the picture; I had the opportunity to "meet" one of my icons. A cherished memory indeed.

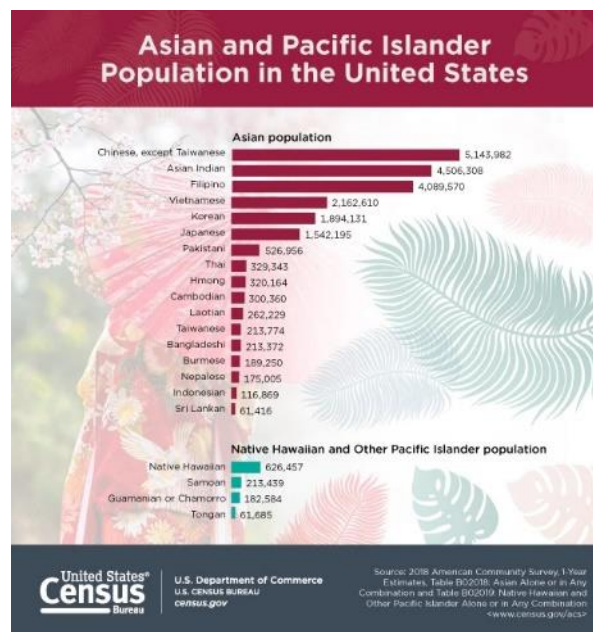


As I mentioned above, May is also Asian American and Pacific Islander Heritage Month, and I am certain we are all aware of the extreme rise in Anti-Asian violence recently. Unfortunately, Asian people have been widely discriminated against as the source of the coronavirus since the start of the pandemic. In fact, in 2020, over 2,800 hate crimes against members of the Asian community had been reported* and during the first few weeks of 2021, this disturbing trend had not only persisted but worsened.

Even more alarmingly, many of the recent assaults have targeted some of the most vulnerable members of the community: the elders. Senior citizens of all races already bear a disproportionate risk during the pandemic. Now, Asian elders—grandparents, parents, aunts, and uncles—live in fear of a second pandemic: horrific, racist violence. A virus, of sorts, that there is no apparent vaccine for.

On March 23, 2021, Mazie Hirono, Junior Senator from Hawaii introduced the COVID-19 Hate Crimes Act (S. 937), a bill to facilitate the expedited review and report of COVID-19 hate crimes. The bill passed the Senate on April 22nd and is now headed to the House for consideration. All but one Senator, Josh Hawley of Missouri, voted in favor of the bill. (*Yes, the same Josh Hawley that featured prominently in what many are referring to as The Insurrection on January 6th.*) You can read a summary of the bill and track its progress [here](#).

As with so many (if not all) of the challenges we face as a nation, it is up to each of us to be part of the solution and participate in righting wrongs to the best of our abilities. Please visit the [Stop AAPI Hate](#) website at <https://stopaapihate.org/> for more information and to access tools to support your efforts. There you can report incidents, donate, review revealing reports and more.



As your VP of Advocacy, I will be looking for additional means for our organization to support the AAPI community. Please email VPAdvocacy@nfbpwc.org with any suggestions. Thank you! #StopAAPIHate

Yours in Solidarity!

All the Best!

~Daneene

*American 1 Press Statement, Stop AAPI Hate, New Data on Anti-Asian Hate Incidents Against Elderly and Total National Incidents in 2020 (Feb. 9, 2021), https://secureservercdn.net/104.238.69.231/a1w.90d.myftpupload.com/wp-content/uploads/2021/02/PressStatement-re_Bay-Area-Elderly-Incidents-2.9.2021-1.pdf ("Between March 19, 2020 (when Stop AAPI Hate began collecting reports) and December 31, 2020, Stop AAPI Hate received over 2,808 firsthand accounts of anti-Asian hate from 47 states and the District of Columbia.")

OUR ADVOCACY TEAM

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

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

Will be working with UN Chair:

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

From the Desk of the Secretary



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

TAKE 5 FOR 5

This month I have five questions for you:

What do you look like?

How old "ish" are you? (What is your age range?)

Are you a military-affiliated woman?

What kind of work do you/did you do? and finally,

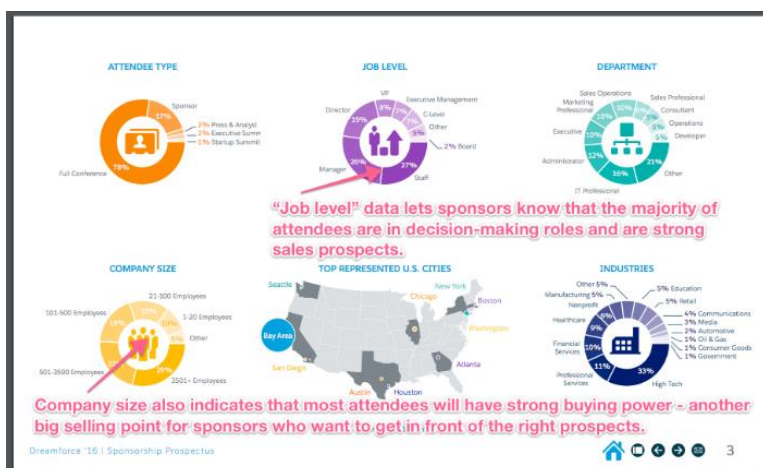
Can you spare five minutes?

That is how long it takes to update your profile on the website.

Why do I keep pestering you to do it? Here are a few reasons why:

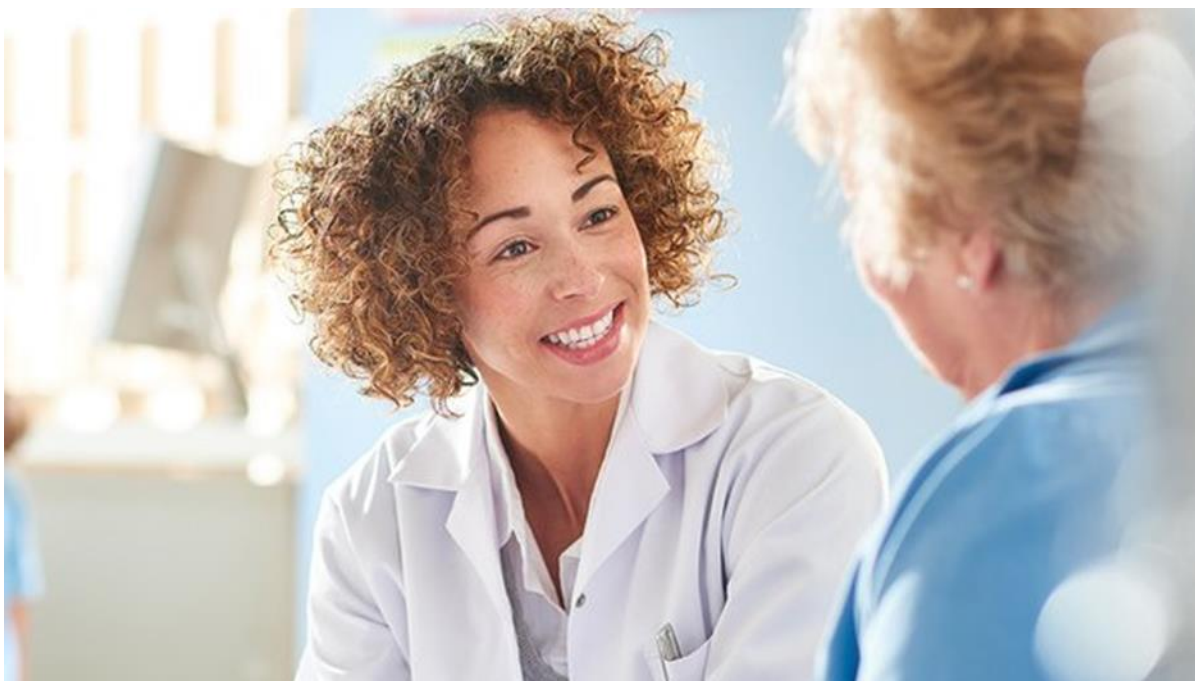
\$MONEY\$ / BENEFITS

NFBPWC is constantly on the lookout for additional benefits to offer to members. This often comes through partnership with organizations. When we are negotiating for those opportunities, we need to be able to demonstrate there is an opportunity for a return on investment (ROI). One way this is demonstrated is through a demographic profile of our organization. Demographics are key to a strong marketing strategy. When applying for grants, or approaching companies for sponsorships, advertising or donations, companies want to know who they are investing with and the potential ROI. An accurate demographic profile helps NFBPWC connect with those potential assets.



This is a sample of an Event Sponsorship analytic

PROFESSIONAL / PERSONAL CONNECTIONS



NFBPWC is meant to be an organization where connections are made for personal and professional growth and resources are celebrated and shared. By completing your profile update, you are allowing other members to learn about you, for you to learn about them, and whether it is on a personal level or professional level, make a connection.

TAKE 5 FOR 5

Log on to the website.

Upload a current photo

Fill in the blanks on your profile

It is just that simple and you will be helping not only yourself, but your organization.

Treasurer's Report



By: Deborah Fischer
Treasurer, NFBPWC 2020-2022

May is National Revise Your Work Schedule Month



Hera Herald: "Wise Words for Women in Business"

Revise your work schedule month: How to work less & live more!

If you are thinking about revising your work schedule you are in the right place! Would you agree that time management is less about how to get more done, and more about how to make time for what is fulfilling? I hope so, because sharing easy to use strategies will make reaching this goal a reality for you. Before you can incorporate these new time management "habits" let's uncover some common obstacles about time. First, is the belief that there is never enough time. We all have the same amount of time to work with, 24/7, so you can begin by accepting that everything you spend your time on is about choice. Let's get into the habit of making each choice more intentional. You can use these decision-making questions to evaluate whether or not you are going to spend time on something before you choose to do it.

TIME MANAGEMENT HABIT #1: Ask yourself, "Do I have to do it, or want to do it?" If it has to be done, does it have to be done by me? If it has to be done, can it be done in a more streamlined way to save time? If it has to be done, when does it have to be done by (date)? Can it be postponed without negative consequences?

TIME MANAGEMENT HABIT #2: "What do I need or want to do that I seem to never have time to do?" Once you've eliminated items that you don't have to do, find a realistic block of time to schedule something that has been waiting for you! Imagine what you can do with an extra 15 minutes a day!

TIME MANAGEMENT HABIT #3: Planning is critical to effectively revising your work schedule. Commit to a regular planning time every day. Write that into your schedule...no excuses! At the end of every workday spend 15 minutes reviewing what needs to be re-prioritized, and look at what is on your calendar for the next 2-3 days. This habit will make the next day feel more organized.



This guest blog post was written in honor of National Revise Your Work Schedule Month by Professional Organizer and Founder of Outside In Organizer, Denise Levine. Visit and *like* her Facebook page here.

<https://herahub.com/resources/revise-work-schedule-month-work-less-live/>

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

YOUNG BPW

learn - connect - take action

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

What is Young BPW?

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

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

Email Ashley Maria at youngbpw@nfbpwc.org to get involved today!



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



@YoungBPWUSA



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

Immediate Past President Report

By: Sandy Thompson, Immediate Past President NFBPWC

May is Get Caught Reading Month

As someone who volunteers at her local library, I was unaware that there was such a celebration. But I found it intriguing, so I had to look it up and learn more about it.

In 1999 the Association of American Publishers supported www.getcaughtreading.com in dedicating an entire month to being caught with your nose in a book. We have been provided with writers of every type, and books ranging from simple poetry to philosophy and complex scientific concepts. With so much exciting content in the world to read, it's amazing there aren't more people getting caught reading every day.

Even more exciting, there are lots of celebrities and organizations that have joined in the cause! The Jim Hensen Company has used its puppets to encourage children and adults everywhere to read! Get Caught Reading Month is an important celebration for people everywhere!

Reading has helped to expand the minds of people everywhere sharing morals and spirituality, and even teaching people new skills and how to survive in situations they might not otherwise. Not to mention the ever-growing library of fantasy worlds and stories to fuel our own personal mythologies and cultures. Without books, where would fandoms be?

How to celebrate Get Caught Reading Month

Well, it's quite simple actually. You just need to dig your nose into a book and forget about the concerns of the world. During the pandemic I joined a book club and have read several great books that I would not have read otherwise. Get Caught Reading Month is a great chance to meet other bibliophiles, so go out there and Get Caught Reading!

May is also Older Americans Month an annual event dating back to 1963, when President John F. Kennedy designated May as Senior Citizens Month. It was later renamed Older Americans Month, honoring older Americans and celebrating their contributions to our communities and our nation.



The theme for Older Americans Month 2021 is "Communities of Strength." This special recognition will celebrate the strength of older adults and the Aging Network, with special emphasis on the power of connection and engagement in building strong communities.



Older adults have built resilience and strength over their lives through successes, failures, joys, and difficulties. Their stories and contributions help to support and inspire others. Why not ask one of your older Americans to share their story with you. I lost a friend early this year who was 107 years young. She was one of the most amazing people I have ever met, and I learned so much from her. Not just the normal things but more importantly how to live life.

Environment and Sustainable Development Committee



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

We have been managing through a pandemic for over a year now. Considering the suffering, loss, and disruption so many people are experiencing, it is difficult to think of anything that could

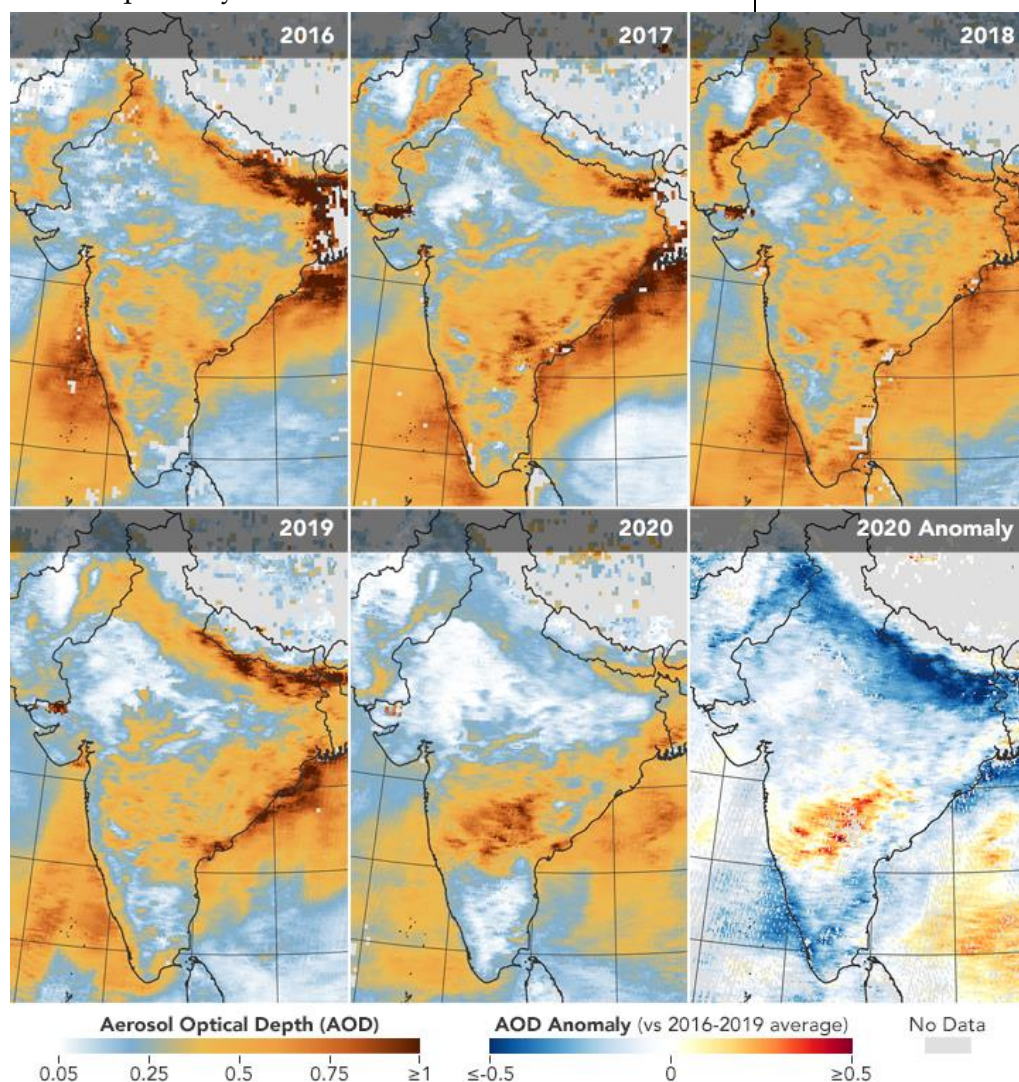
possibly be considered a “silver lining.” That said, the pandemic has led to new insights in a range of fields. For example, stay-at-home orders demonstrated the

impact human activities have on air quality and, given the chance, the speed at which air quality could be improved quite dramatically through the wide adoption of more sustainable practices, including clean energy. As I was researching for NFBPWC’s first Earth Day Summit (which took place on April 24th), I was struck by these satellite images from NASA of India (*Fig. 1*).

Fig. 1: Annual level of airborne particles (aerosol) in India from 2016 to 2020. The frame “2020 Anomaly,” taken a week after a strict government-mandated lockdown, shows the lowest air pollution levels in 20 years.

These images show the annual level of airborne particles, or aerosol, with the red-orange shade indicating high levels of particle air pollution and the blue indicating low levels. The last frame, labeled “2020 Anomaly,” was taken just a week after the government placed the country of 1.3 billion under strict lockdown measures on March 25, 2020. The lockdown halted many industrial and economic activities, including travel by motor vehicles, industrial manufacturing/ production, and burning of croplands. The airborne particle level in northern India in particular showed a marked improvement compared to the pollution levels of previous years and was the lowest since monitoring began 20 years ago.

While some aerosols do come from natural sources, such as dust storms, volcanic eruptions, and forest fires, human sources contribute most of the aerosols in our environment, according to the World Health Organization¹. It is also the aerosols from human



¹ <https://www.who.int/airpollution/ambient/pollutants/en/>

sources that are more likely to do the most damage to human health because of their sheer volume and small particle size². While some airborne particles, such as soot, dust, and smoke, are dark or big enough to be visible to the human eye, most are not. The smaller the particle, the greater the potential for causing health problems, as very small particles are able to enter the lungs and even the bloodstream, impacting our lungs and hearts. Human sources of these aerosols include burning of croplands, the use of fossil fuels for motor vehicles and heat/power generation, and industrial facilities such as mines and oil refineries.

With many of these activities that generate airborne particles on pause due to the lockdown, air pollution eased to the point where the visibility through the air noticeably improved. In the northern Indian state of Punjab, over 100 miles away from the Himalayan Mountain range, the Himalayas became visible for the first time in decades (*Fig. 2*).

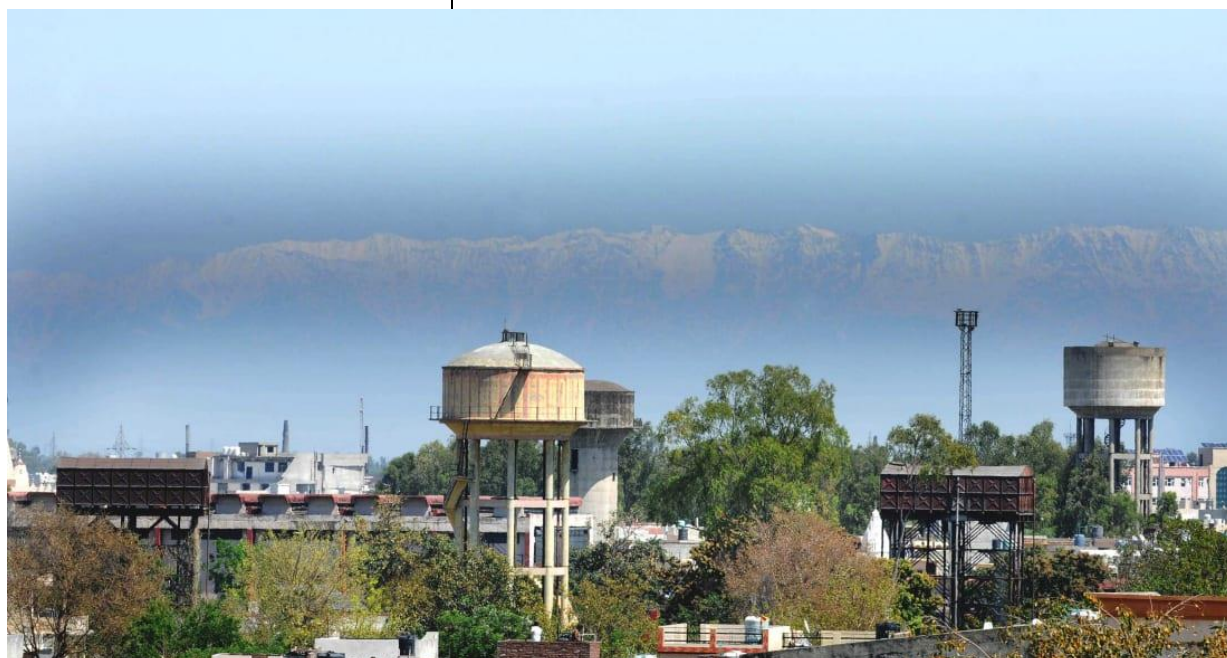


Fig. 2: Courtesy of @KangManjit via Twitter. “This was the view from our rooftop in Punjab India. For the first time in almost 30

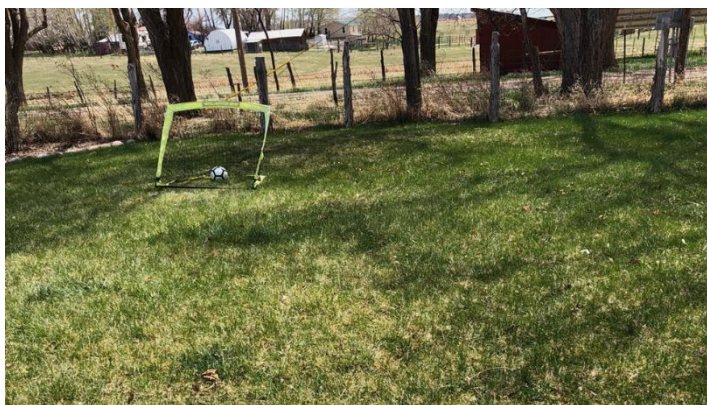
years we can see the Himalayas due to India’s lockdown clearing air pollution.”

As we in the U.S. hopefully start to climb out of the depths of the pandemic, you may have heard more chatter about “building back better” and how infrastructure spending could be used in more climate and environment-friendly directions. My hope is that this insight about air quality – and the brief glimpse of the mountains – will serve as a motivator to support these kinds of environmentally-friendly infrastructure improvements and other measures that could improve air quality and, as a result, our health.

² <https://laqm.defra.gov.uk/public-health/pm25.html>

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member



Care for your Lawn Organically!

In our quest for perfectly manicured lawns, homeowners use 75% more fertilizer & Round-up than the agriculture industry, killing many pollinators. Instead of fertilizer, use a thin layer of compost of about $\frac{1}{4}$ of an inch every spring. Water deeply and only weekly. Raise your mower to its highest height, 3-4 inches. Mow every other week. Save the pollinators and save water at the same time.

Health Committee Report

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

I was sitting on a Zoom Meeting (not a surprise these days), and before we got into the weeds of our work, we discussed our post or upcoming COVID-19 vaccination appointments. My colleague, who I have come to revere as a mentor in the past couple years explained that she had to think long and hard about getting the vaccination.

I was shocked, a highly educated woman, in the same field as myself, would need to consider. Those of you reading, are either thinking of me as ignorant (yes, I am not immune) or you are also dismayed.

My colleague, an African-American woman, who fights for health equity, in her community, went on to explain that the American Healthcare System has not been kind to African-American women, and other women of color. "Ah, yes," I agreed, "The Tuskegee Study." She stopped me, and said this issue goes far beyond the Tuskegee Study. The medical racism observed in the Tuskegee Study is still happening

today, and she referred to the differences in outcomes for women of color who give birth as compared to non-Hispanic white women. She continued with several other examples which I will not list here. While I was aware of many of the disparities she described, I had not made the connection that the abuse by our healthcare system has developed such deep mistrust among the community.

I urge you all, to investigate these disparities and explore possible solutions that may bring us towards health equity for women, especially women of color. It was an open and honest conversation we had, enlightening, and humbling for me. I am fortunate to have a patient and trusting mentor to challenge and broaden my thinking.

A final note, to continue to remain vigilant as we are pulling through this pandemic. Some of our members, especially those in the younger age brackets may not have had the opportunity to receive a vaccine yet. We have not reached herd immunity, please continue to observe COVID-19 guidelines in solidarity with those waiting their turn.

Lifelong Leadership & Learning (L3) Report

By: Kathy Kelly

Committee Chair, Lifelong Leadership & Learning Committee, NFBPWC

The Lifelong Leadership & Learning (L3) Team is in the midst of a six-week workshop in April/May entitled, **"Leadership in Uncertain Times: Creating Gender Equity during Covid and Recovery."**

Riding the coattails of the wildly successful United Nations event, "Pioneers in Skirts," we promoted the event to CSW attendees. We are thrilled to report that, last count, we had 117 registrations from all over the world! Our program is designed to introduce potential members to the benefits of NFBPWC / BPW International, and to provide leadership skills to help attendees recognize and navigate the current issues that affect women in the workplace.

A special thank you to L3 Team Members:

- Suzette Cotto for her amazing technical support
- Ashley Maria for her presentation "Lights! Camera! Action! Zoom Tips from Hollywood"
- Dr. Trish Knight for DISC Assessments Parts One and Two,
- Kathy Telban, "Leadership in Recovery" (April 28)
- Daneene Monroe Rusnak and the Legislative Team on diversity, pay equity and other issues (May 5)
- General Amy Courter and Captain Nikki Kelley for the wrap up (May 12)

We have also attracted the interest of many of our "heritage" clubs around the country! Please let us know how the L3 Team can serve your members. Contact Kathy Kelly, at L3Chair@nfbpwc.org for more information.

Lifelong Leadership & Learning Modules:

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
Virtual Teams

Parliamentary Procedure
Negotiations
Leadership Skills
Sexual Harassment in the Workplace
Interviewing Skills
Setting Goals

Your L3 Certified Facilitators are standing by to assist you!

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

Another session of Mentoring is open now!

There's probably been countless moments in your life where you've leaned on someone you trust for advice or assistance. Whether the person you turn to is a professor, friend, family member, athletic coach or other, the importance of mentors is undeniable. These people can help to guide, direct, and shape your present situation and future opportunities for the better.

I recently found my own mentor to help me re-establish and build my consulting practice in an online venue. Obviously, being on-the-road in our motor home for the past five years has limited my connection with former patients and restricted my ability to connect with new ones. It wasn't until I joined a webinar that spoke to the benefit of the pandemic's isolation, and how online care is becoming very popular, that I recognized a means to stay connected from anywhere!

A mentor is someone with which you can develop a long-term relationship that is centered around building the mentee's growth and development. A mentor does not work on a day-to-day basis to help a mentee make decisions, but they are there to serve as someone who can offer support, wisdom, and teaching over time.

A mentor should not be confused with a coach. A coach is someone who focuses on specific strengths and weaknesses. The relationship of a coach and their athlete or client also tends to be finite, while a mentor/mentee relationship tends to be long-term and less structured.

Mentors serve as a sounding board for their mentees. They can connect mentees with people in their network that can open the door to new possibilities for their mentees.

Let's take a look at some of the best pros of both having a mentor and being a mentor.

1. Provide Knowledge

Mentors share their knowledge and experience with you so that you can learn from their experience. You can then apply these lessons to your life in personal and professional settings.

2. Help You Improve

It's often easier for someone outside of yourself to notice where you need improvement. A mentor gets to know your strengths and weaknesses over time and can play a critical role in helping you become the best version of yourself.

3. Broaden Professional Network

Mentors tend to be well-connected and well-liked, that's why they choose to give back as a mentor! They can introduce you to their professional network and help to set you up for success in your career endeavors.

4. Provide Encouragement

Mentors are not only around to point out flaws or give advice. They also serve as a support system to provide you with encouragement to take risks and believe in yourself.

5. Help Advise

When you need to ask someone's opinion on a big decision, you can turn to your trusted mentor for advice. While some mentors prefer to guide you to your own answers, others may be straightforward with their advice. Either way, they can help you make decisions.

6. Can Learn from Their Experience

Making mistakes in school or business is inevitable. However, you can learn lessons from your mentor's past experiences and stories so that you can avoid making big errors in your own life.

7. Costless (Moneywise)

The relationship between a mentor and a mentee doesn't cost money. They are a priceless asset, literally and figuratively!

The second session opens TODAY, MAY 1. Go to www.nfbpwc.org/mentoring_program



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Flor Dimassi
CEO

Providing accurate, professional translation and interpretation services worldwide.

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Message with
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to a Diverse &
Inclusive Audience**

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Military-Affiliated Women Report

By: Barbara Bozeman, NFBPWC Military-Affiliated Women Chair, BPW North Carolina Member

May is

Military Appreciation Month

This month we recognize Alice Gallup West, from NFBPWC-NC.

Alice Gallop West has spent more than 28 years working for the Department of Defense both as a military service member and as a civilian employee.

In 2016 Alice along with 11 other women embarked on a journey to share their stories in *Camouflaged Sisters, Silent No More!*

On Nov 11, 2016, within minutes of the book being released on Amazon, *Camouflaged Sisters, Silent No More!* quickly climbed to several Best-Seller categories... and the awards continue.... with the prestigious 2017 nomination of Anthology of the Year by the Indie Author Legacy Awards (IALA) and the

coveted title of the 2017 Indie Author Legacy Award for Anthology of the Year. The Indie Author Legacy Awards is the only award of its kind, honoring modern

impact-centered writers, who serve as unsung heroes within our communities. In *Camouflaged Sisters: Silent No More*, twelve women strip away all comfort and protection to share the struggles they've faced; not on the battlefield, but instead in places they never expected – in their homes, in their barracks, amongst friends. These are the stories of sexual trauma, domestic violence, depression, post-traumatic stress disorder, and many other dangerous challenges women in the military fight every day.

Across the globe this Camouflaged Sister Author has connected with audiences from Korea to Kentucky! She is a sought-after speaker for

Community, Cultural and Church events.

A talented and vibrant platform speaker, Alice has engaged audiences from The Congressional Black Caucus held in Washington, DC and as a guest speaker on radio, print media and social platforms.

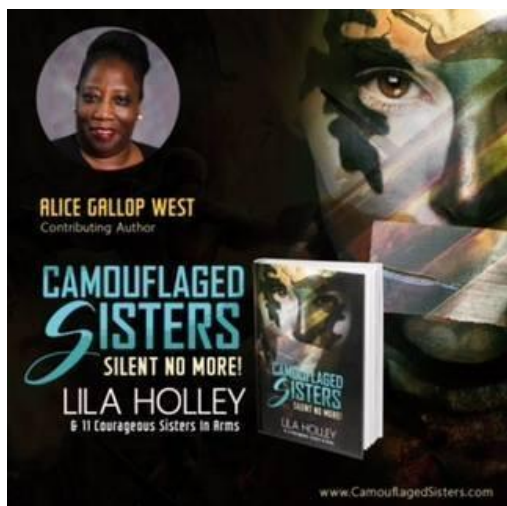
To connect with Alice:

Email: alice.gallopwest@gmail.com

Phone: 270-300-3888

Facebook: <https://www.facebook.com/gallopwest/>

To learn more about Camouflaged Sisters visit us on the web: www.CamouflagedSisters.org





To the country, May is Military Appreciation Month – but here in NFBPWC, we appreciate our military and military-affiliated women EVERY MONTH.

Connect with the Military-Affiliated Women Committee through the chair,
Barbara Bozeman

militarywomen@nfbpwc.org

United Nations Report

By: Susan O'Malley, IFBPWC UN Representative

Disappointment with the Agreed Conclusions, CSW65

The negotiated Agreed Conclusion for CSW65 that may be found on the UN Women's website did not make progress on gender equality. NGOs are analyzing the document and organizing to be more effective next year. US Negotiator Courtney Nemroff expresses our dismay in the following letter.

Courtney Nemroff
U.S. Deputy Representative to the Economic and Social Council
New York, New York
March 26, 2021

AS DELIVERED

Thank you, Mr. Chair.

One year ago, the Commission on the Status of Women was one of the first major UN meetings that was canceled due to the outbreak of COVID-19 in New York City. So, one year later we aimed to come together, as a Commission, determined to build back

better by addressing the discrimination barriers and violence women and girls around the world confront every day, everywhere.



Therefore, it's particularly regrettable to the U.S. delegation that we are not endorsing a stronger text this year than we did even two years ago. We are not endorsing stronger guidelines to empower women leaders and address sexual and gender-based violence, including intimate partner violence, the rates of which have skyrocketed during the pandemic.

Instead, we have a text that barely squeaked by on a very tepid consensus.

Frankly, it is alarming that this Commission nearly sunk below the benchmark of previously agreed language on issues central to the main themes and at the core of the work of this Commission: language on women human rights defenders, the role on women in

peace and security, and the efforts needed to combat sexual and gender-based violence. This Commission must endeavor to do better than treading water if we are truly to build back better for all of our citizens.

I also want to take a moment to thank the distinguished delegate of Morocco for her eloquent remarks, particularly acknowledging the challenges that women and girls are facing and the threats of violence. But I'd also like to thank her for contrasting it with the particular difficulties that delegates faced this year in the virtual negotiation of the text.

We have managed well in this virtual format over the last year. Extraordinarily well, I might add, in other fora – the General Assembly, the Economic and Social Council, including in the ECOSOC subsidiary bodies.

But this year, at the Commission on the Status of Women, that was not the case. And we have to wonder why we had two and a half weeks of meetings that ended at 11:00 p.m. most nights, and for the last four nights, all night sessions. It wasn't because of the length of the text, in our opinion, or the complexity of the issues that we were addressing. Frankly, we believe, it was because of a fundamental disrespect that certain delegations showed toward other delegates in the virtual room by filibustering for hours and hours and hours on end, every day and every night. And we would call for respect for the negotiation process and the avoidance of these kinds of tactics in the future.

It is also regrettable that a small number of delegations continue to challenge agreed language on a number of issues, including on multiple and intersecting forms of discrimination, the human rights of all women and girls in all of their diversity, language on girls and women creating a safe and enabling environment for civil society, and combating intimidation and reprisals against them.

One delegation even attempted to water down language on women and girls with disabilities. Women and girls with disabilities already face barriers that other women and girls do not. This Commission should not further marginalize them by undermining their hard-won progress on this issue of cross-regional importance.

We reject the notion that other UN bodies cannot be brought into this Commission. This is simply not true. The UN system must work together to advance the human rights of all women and girls. To this end, we regret the removal of a factual reference about the adoption of the UN Security Council Resolution 1325 from the text. It is very relevant to both themes this year, and was only removed due to the demands of one delegation.

We do appreciate the inclusion of Women, Peace, and Security agenda and the full, effective, equal, and meaningful participation of women in it.

Finally, we note that these agreed conclusions do not change the current state of conventional or customary international law, or create new legal obligations. The United States understands that any reaffirmation of prior instruments in the text applies only to those states that affirmed them initially.

For further points of clarification, we refer you to our [statement](#) on the USUN website.

Thank you, Mr. Chair.

Courtney Nemroff, US Negotiator

Questions? Email me at susanomalley4@gmail.com

Digital Training Committee Report

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

The digital training team would like to thank our loyal Wednesday Web Wisdom (WWW) attendees: Emily, Nancy, Marjorie, and Barbara for joining us in April. Barbara gave us a great presentation on Pinterest. The group decided that May would include working on “club specific” Pinterest boards where we can showcase our members, adventures, and plans. During our May meeting, we will focus half of our time on Pinterest and the other half on assisting members who have questions or need our help navigating the NFBPWC Digital world.

Here is the Zoom meeting link for May 5, 2021 at 5 pm Eastern:

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

<https://zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhSVBIIdz09>

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

Below is an amazing article from Barbara Bozeman, NFBPWC Secretary. Thank you, Barbara, for your contribution and making this committee successful!

Be well and join us for WWW!

Judy Bell and Marsha Riibner-Cady
Digital Trainers for NFBPWC
Digitaltraining@nfbpwc.org

Let Us Back You Up!

Your monthly tip from Digital Training

(digitaltraining@nfbpwc.org)
Submitted by Barbara Bozeman

A personalized backdrop for Zoom meetings and events can help you or your organization stand out in an otherwise monotone sea of faces. A customized Zoom background can be an invaluable marketing and branding tool – and sometimes, just be FUN!

At the recent International General Assembly – as well as a few of the CSW events, these backdrops were created using the steps listed below.

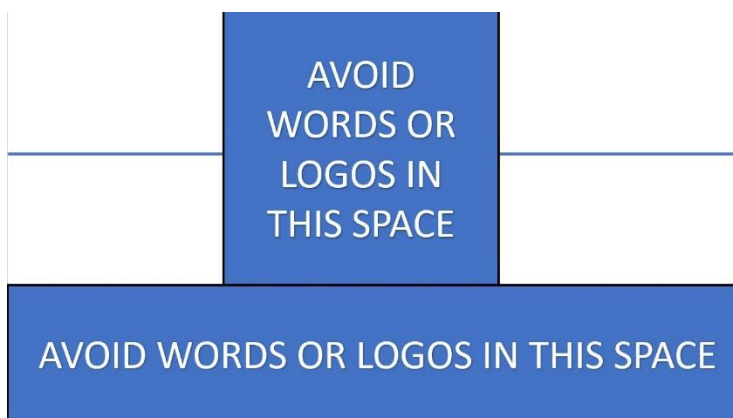


The size of the backdrop is exactly the size of a PowerPoint Slide.

- 1) Open a blank slide in PowerPoint.

2) Populate the slide with whatever information/logo/décor, you want for your backdrop.

Being mindful that you will be somewhat centered in the slide, keep your vital words/logo information in the top 2/3rds of the slide and away from the center third of the slide.



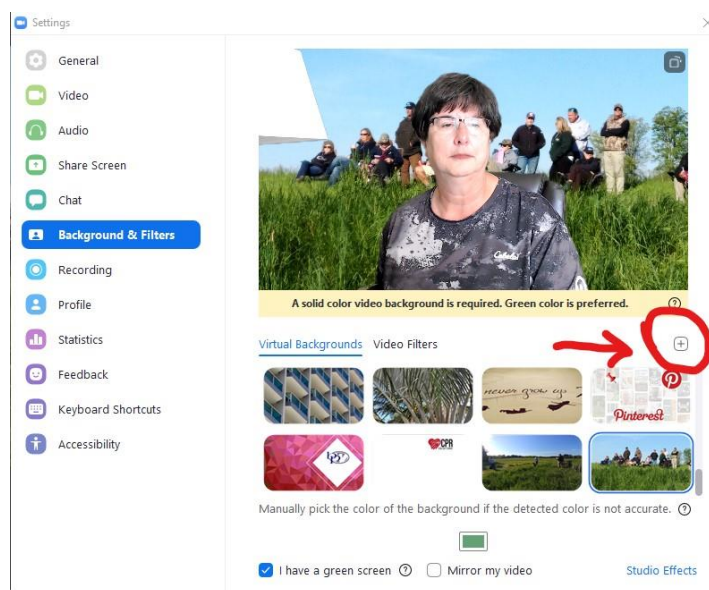
3) Take a screenshot or as it is known in Windows, a “Snip & Sketch” of the full slide.

4) Save it as a “JPEG”

***Do not close / delete the PowerPoint until you are satisfied you have positioned everything properly by doing a test view in Zoom.**

5) Open your Zoom account and go to the Virtual Backgrounds Setting.

You will see a little plus box (circled in red) below. Click on that. And the words “Add Image” will appear. Click on it and it will ask you to select what image you want to upload.



6) Upload your image – and it should appear in the mini-view above.

If everything appears as you intended, WONDERFUL. You are done!

If things do not appear as you intended, go back to your PowerPoint, and make the necessary adjustments.

There is a bit of trial and error and “do it again” to making a personalized backdrop. But it is easy, fun and very addictive!

See you soon...on Zoom!!!

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

May is International Business Image Improvement Month.

Simple tips for updating your Headshot(s)

From Barbara Bozeman, of Sights & Hounds Photography

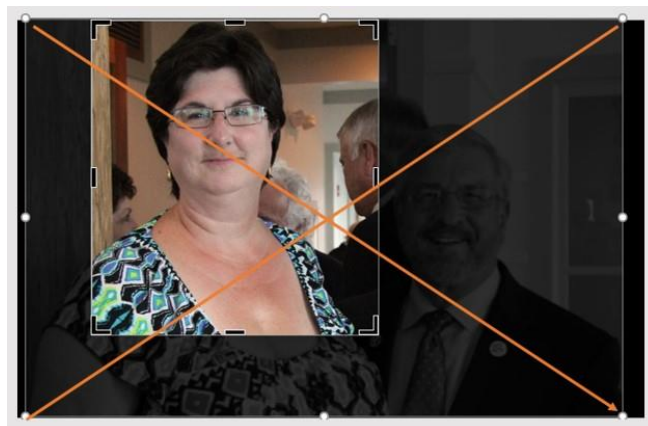
In an organization like NFBPWC, we have women from many different career paths, economic backgrounds and lifestyles. And in today's world, personal branding and headshots do not conform to a one-size fits all model. What fits in a corporate setting, may not fit as well in a more artistic or vocational setting. Your headshot image is the world's first impression of you, whether it is through a LinkedIn® profile, your Facebook® page, your NFBPWC profile or your own business site.

When creating and selecting images that represent you and your brand, here are a few core ingredients.

Just you

It is just that simple...it is your headshot.

You should be the only one in it. No other people, or parts of people should be showing up in your headshot. A somewhat neutral, muted or blurred background will ensure you are the focal point of the image.



High Quality / Resolution

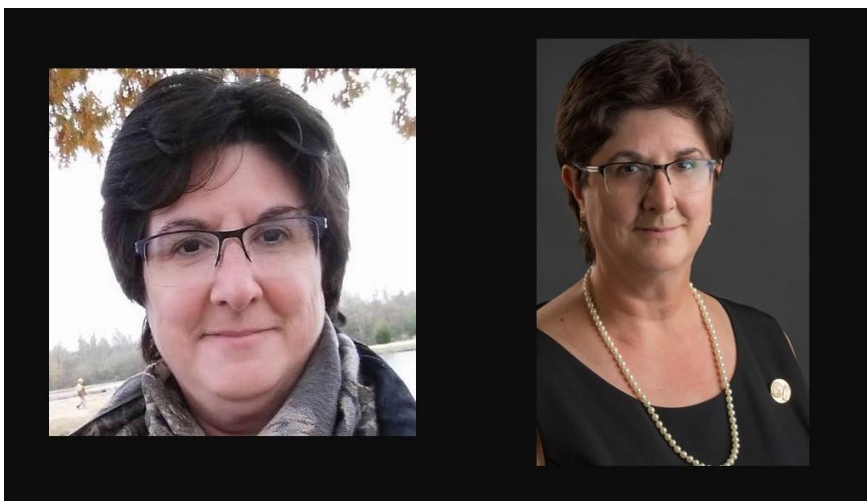
An appropriate resolution is approximately 300 dpi (dots per inch). This allows an image to be resized for use in many different formats and mediums without losing the quality of the image. A great image that can't be resized to meet the current needs ensures your usage of a particular image will be extremely.



Current

Have you ever attended an event and the speaker looks nothing like the image from the program book? Research has shown that using dated photos can have unintended "lose-lose" consequences. In these days of improved technology, even a cell phone image of today has great quality than photographs of 10 years ago. Clothing, hairstyles, even makeup and glasses change with the times. A fresh and current headshot tells the viewer that you know and value the importance of the personal and professional brand of **YOU**.

The image you use should fit you, fit your brand and fit your plan. As an outdoor photographer and a businesswoman, I recognize the need for some diversity in my branding images. While the image on the left is an appropriate image for my work as an outdoor/sports photographer, the image is not as appropriate for other uses. The same can be said for the image on the right. Having more than one choice is always a good idea.



I'm going to be working on updating my branding images this month. I am looking forward to seeing your new images in the coming days.

Barbara Bozeman
Sights & Hounds Photography

Sights & Hounds Photography is a North Carolina based business specializing in corporate imagery (events and headshots) and canine performance events. (www.sightshounds.com)

May is International Business Image Improvement Month.

The Social Media Committee, challenges each of you to create new and updated headshot images that reflect your personal and professional branding.

Use those images to update your LinkedIn®, Facebook®, and NFBPWC profiles.

May is the month of:

Mother's Day Sunday May 9, remember to wish everyone a happy Mother's Day. All of you are moms to 2 or 4 legged creatures, aunts, cousins, godmothers who have molded "children" in your life. Happy Mother's Day to all from your social media committee!

Blood Pressure awareness, Foster Care, May Day, Cinco De Mayo, and Memorial Day.

June is the month of:

Father's Day, remember dad on Sunday, June 20!

Men's health month, LGBT pride month, Effective communications month, Entrepreneurs do it yourself month, Alzheimer's and brain awareness.

Past social media article links:

Facebook Article:

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

Twitter article:

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

Instagram article:

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

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_ciXLyvbu1dbBOsV9Tg



<https://twitter.com/nfbpwc>



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



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








LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:

-  Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more
-  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

Congratulations are in order! Downtown Sacramento club's Sher Singh is the International Arts and Culture Chairperson serving BPW International. Sher is now serving all levels of BPW. Thank you for your energy and dedication. We appreciate you.

Burbank club member Gloria Salas was honored last month by the Glendale YWCA for her longstanding community service. We are proud of you.

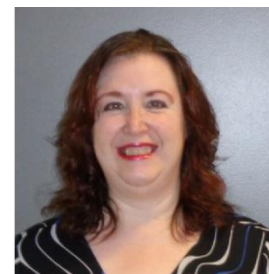
Our preconference Board of Directors meeting and 101st annual conference will be via zoom on May 14 and 15. Please contact me if you wish to attend. Saturday's program will feature BPW members Barbara Bozeman and Michelle Husby discussing women in the military. Thank you for participating and sharing your perspectives.

I hope all our members will cherish their memories and examples and keep our Federation's focus: Advocate, Believe, Communicate.

NFBPWC Colorado Federation

Executive Committee 2020-2021:

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



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

BPW Boulder – “Enjoy Life – It Has an Expiration Date”

By: Sharon Simmons, BPW Boulder Colorado

In Memory of Cheryl Rotkovich

“ENJOY LIFE – IT HAS AN EXPIRATION DATE!”

Hello, my BPW sisters all over Colorado and beyond! We lost our sister Cheryl Rotkovich recently, and when I went to note my feelings on her Facebook page, I saw the quote you see at the top of this story. Wow, did that hit me in the gut! I just want to share some of my thoughts and experiences with Cheryl that make me smile. That’s what we all need, to celebrate the joy in her life.

I remember meeting Cheryl at our BPW CO Annual meeting years ago, where she was the Treasurer of BPW Colorado (for MANY years). I thought to myself: what a powerful, opinionated woman! She scared me a little, I have to say. She carried herself with confidence and didn’t put up with much “guff” from anyone, it seemed. I was enthralled. I talked to her and was excited to meet her, if a bit intimidated. All these years later, I remember that day, and I think it’s quite humorous. She was quite the character on many levels.

I talked to Cheryl on a regular basis. We tried to get our chapters to meet together and enjoy new ideas and great company. BPW Boulder, my chapter, went to a couple events in Aurora, her chapter, and had a great time. I think we as women need to share more and move forward, no matter what our beliefs, as we can always learn from each other and our lives outside BPW, but also including BPW. “We are Business and Professional Women,” Cheryl reminded us at many meetings when we argued by-laws changes and other issues.

In the last year, when we talked on the phone (because COVID prevented us from meeting in person), we argued vehemently about issues at hand. It was before and after the recent election. We might have been on different sides of voting on the country’s leadership, but we agreed on a lot of issues that could be argued at length. Cheryl said to me in November, “Ya know, Sharon, I like talking to you because I know you LEAN towards liberal, but we can still argue points and issues while being great friends!” That stuck with me. I thought: well, yeah, of course. We all should be able debate our beliefs and how they affect women, no matter what our personal ideals are. We are all women. We laughed and continued to argue. She had great points, as did I. I think we both respected that! I learned a lot from her knowledge of politics, and it was fun going back and forth.

The last time I talked to her, in March of this year, she was driving to an appointment and had me on speaker phone. It was about an hour long. She said she was super stressed out and finally was taking some well-deserved

time off. We talked about her job. She loved it. I asked about why she was a bookkeeper vs. a CPA. She laughed and asked if I was kidding! She said she wouldn't be one of "those visor-wearing stressed out geeks, no way." She liked being a bookkeeper. I told her to take it easy and have a super vacation. When Cheryl pulled up to her appointment, we signed off. She said we can talk again after her time off. Little did I know then that I would not speak to her again. Ever. That is a heavy item to digest. I hear her voice in my head, and it's clear as day. Discussions on guns, leaders, politics ... I will miss that, and I will miss her!

I celebrate my sister Cheryl, today and every day, with great memories, and I raise a glass of wine to her life. What a great life it was.

BPW Colorado Green News

Be Teachable

I just returned from a beautiful camping/hiking trip to the South Rim of the Grand Canyon where I met one of my "camping crone" friends named Maggie. Since 2012, every autumn I've attended the Crones Counsel (as in "old wise crones"), and a small group of us have camped before or after each gathering.

I recently wrote a song about her called "Maggie in the Desert." Maggie is 82 years old and can out hike me! She travels half the year, like a nomad, around the western United States. One of the lines in the song is "If you search you'll never even find her footprint, just a trace of her spirit on the breeze." She is one of my mentors for a small carbon footprint life. I've gained wisdom watching the way she lives, camping out, hardly using any energy or producing any trash.

Another friend joined us for a couple of days. It was quite chilly – in the low 30's at night – and hard to crawl out of my toasty down bag in the morning. I couldn't help but notice my friend idling her car for more than a half an hour, and I thought long and hard about whether or not I should say something. Considering that I wrote a "Green News" on this topic, I decided to do so. Unfortunately, the conversation did not go well and my friend was offended. As I was preparing to leave on the last morning, she read me the riot act, which bothered me all day as I drove home north through Utah. I felt badly that my concern for our future hurt her feelings. But as I got into Colorado, I noticed how low the Colorado River was, at the same time I was listening to a Colorado Public Radio news story stating that possibly by next year the water level could become so low that it might affect the hydroelectric power the river produces. The story also covered the ever-increasing wildfire dangers in Colorado.

It was another reminder of just how serious climate change is – and how we must have difficult conversations with each other and do everything we can to fight climate change! When the temperature was mild, I used to talk to folks all the time about how idling cars puts out so much more CO₂. I stopped once the pandemic hit, as many folks are touchy and more prone to react in a negative, even dangerous, way. For example, I witnessed a young woman who was idling her car for more than 15 minutes (the temperature was 48 degrees) and I thought I'd try really hard to have a nice conversation about the car idling. As she rolled her window down, I could see she was eating lunch and talking on her phone. I apologized for interrupting her, and then said something like, "I hope you won't think I'm being rude but did you know that when your car is idling it puts out a lot more CO₂?" Her response was rather hostile: "I paid for this car and I pay to live here!" I replied, "Well we're not going to be able to live here much longer if..." and she cut me off saying, "We're all going to die someday anyway!"



I walked away feeling totally baffled. As I ride my bike around Boulder now during spring's more mild temperatures, I just can't understand how many vehicles are sitting idling. I have to believe it's mainly because people just don't know how detrimental idling is to the environment. So to re-iterate from last November's Green News, here's some great information from the U.S. Department of Energy web page "[Idling Reduction for Personal Vehicles](#)":

"Idling your vehicle—running your engine when you're not driving it—truly gets you nowhere. Idling reduces your vehicle's fuel economy, costs you money, and creates pollution. Idling for more than 10 seconds uses more fuel and produces more emissions that contribute to smog and climate change than stopping and restarting your engine does.

Researchers estimate that idling from heavy-duty and light-duty vehicles combined wastes about 6 billion gallons of fuel annually. About half of that is attributable to personal vehicles, which generate around 30 million tons of CO2 every year just by idling. While the impact of idling may be small on a per-car basis, the impact of the 250 million personal vehicles in the U.S. adds up. For saving fuel and reducing emissions, eliminating the unnecessary idling of personal vehicles would be the same as taking 5 million vehicles off the roads."

Avoiding car idling is just one of the many simple things we can do to continue fighting climate change every day. Even if you reduce your idling by a few minutes each day, remember it makes a huge difference when multiplied by the number of folks who are reducing their idling, too! And it will save you money!

After my biggest pet peeve that millions of coffee cups (which are non-recyclable since they have a plastic coating for the hot liquid) go to the landfill every day, I would say that car idling is my next top concern. Please consider turning off your engine as you wait for a train at a crossing, or choosing to park and walk into your bank or fast food restaurant instead of idling in a line. Such simple, thoughtful acts can affect the whole planet and all those who live on it!

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

VI. WEAK RESPONSES

57. It is foreseeable that, once certain resources have been depleted, the scene will be set for new wars, albeit under the guise of noble claims. War always does grave harm to the environment and to the cultural riches of peoples, risks which are magnified when one considers nuclear arms and biological weapons. "Despite the international agreements which prohibit chemical, bacteriological and biological warfare, the fact is that laboratory research continues to develop new offensive weapons capable of altering the balance of nature".^[34] Politics must pay greater attention to foreseeing new conflicts and addressing the causes which can lead to them. But powerful financial interests prove most resistant to this effort, and political planning tends to lack breadth of vision. What would induce anyone, at this stage, to hold on to power only to be remembered for their inability to take action when it was urgent and necessary to do so?

[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>

By: Kathleen Ray, LaGrange-Chicago BPW

NFBPWC Michigan

Executive Committee 2020-2021:

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

By: Shirley Zeller, President, NFBPWC Michigan

The Michigan affiliates group continues to study the issue of the Line 5 pipeline that currently goes under the Great Lakes. Due to COVID, no person-to-person meetings have been held – only meetings via Zoom.

The affiliate group will continue to gather information on the topic as we move forward. Our Michigan senators have been contacted re this issue, but no response has been received to date. Stay tuned for updates.

NFBPWC New York City

Executive Committee:

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

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

NFBPWC North Carolina

Executive Committee 2018-2020:

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

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



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

NFBPWC-NC members met on April 15, 2021, the third Thursday of the month for our normal 8 pm Eastern meeting. Our next meeting is May 20, 2021. Please join us!

During the meeting, Mary Lou, Marsha, and Barbara shared their experiences at the Council on the Status of Women (CSW)-65, General Assembly, and the NFBPWC Board of Director's meeting. Interesting, entertaining, and informative described the CSW and Board Directors.

Updates from club members:

Jo shared a website on equal rights. <https://www.equalrightsamendment.org> This amendment will remove the deadline date for passing the equal rights amendment. Jo also is actively looking to find work in her field of speech pathology back on the east coast. She currently lives in Utah and works in a school system helping young people with their speech! Jo also runs Joniquas Etsy store. Check her out at: https://www.etsy.com/shop/Joniquas?ref=simple-shop-header-name&listing_id=740256740 Mother's Day is coming!

Alice will be speaking to the Coast Guard. She is involved with the Independent Research Commission on Sexual Assault and Abuse. Alice also said her "Branded Cookbook Journal" will drop in May. She also informed us that April 18-25 is Sexual Assault Prevention Week.

Barbara Bozeman submitted an article about her photography business which is below.

We discussed future topics and speakers. If you are willing to speak with our club, please contact Marsha at nfbpwcnc@gmail.com.

WE HAVE A NEW MEMBER! WELCOME Elaine McKeown from Kill Devil Hills, NC!

NC wishes everyone a Happy Mother's Day!

Sights & Hounds Photography is owned and operated by Barbara Bozeman, our national secretary, and a member of NFBPWC-NC. Her business specializes in two areas: corporate imagery and canine performance sports.

April 16 – 18, Barbara was working “out in the field” as the official photographer for the Yadkin River Retriever Club. Two events, an Owner/Handler Qualifying Field Trial and a Master Hunt Test, were held in Mebane, North Carolina. Hunt tests and field trials are just a few of the canine performance sports recognized by the American Kennel Club.



Each event requires two judges. Shown here, AKC judges Bonnie Cuddihy and Mary Williams evaluate the performance of both handler and dog through a series of challenges.



Seasoned owner/handler Debbie Bodner sends out Jersey under the watchful eye of AKC judge, Mary Williams.



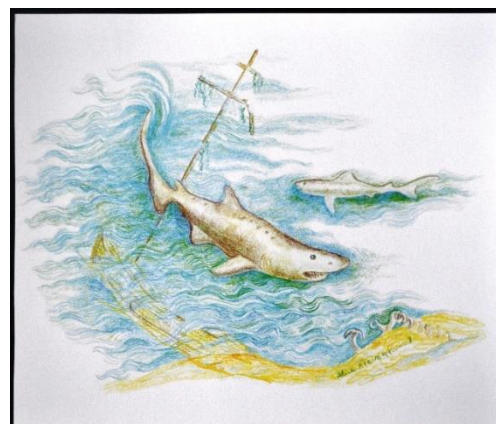
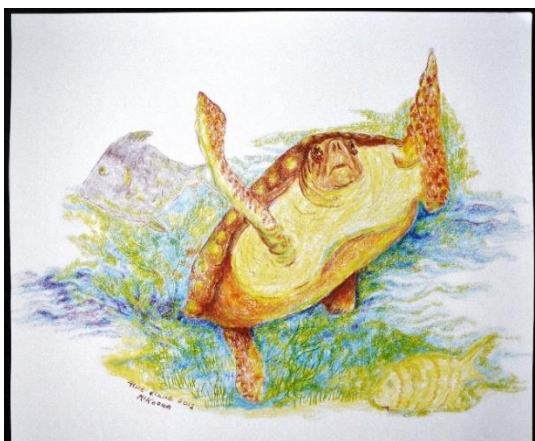
Close to the action, Barbara is posted just in front of the holding blind - where the next team awaits their call to the line. That's "Gentleman" Jim Elam, a professional trainer, mugging for the camera.



AKC judge Mary Williams monitors the youngest competitor as she begins the 3rd series in her very first Master Hunter event.

We would like to introduce you to our newest member ...

Alice Elaine McKeown is an Aquarium Docent at North Carolina Aquarium Roanoke Island. She is a Certified Environmental Educator in the State of North Carolina & retired registered nurse. She enjoys drawing endangered animals of the world to promote awareness and conservation. She and husband Steve have been on four water purification & health education trips to Kenya. Below: Elaine & her drawings of Green sea turtle, Spiney dogfish shark.



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

*Chatham County
Business Professional Women*



DEVELOPING THE
BUSINESS, PROFESSIONAL
AND LEADERSHIP
POTENTIAL OF WOMEN.

May 26th
Networking at 6:45
Meeting begins 7:00pm

Virtual Meeting Online.
Visit website for meeting information.

Speaker:
Silver Rae Fox

*"Bringing Your A-Game
to Life and Work"*



For more than 40 years, Silver has been empowering others as a personal and professional development coach, instructor, speaker and presenter.

Currently, she continues her life's mission to uplift and motivate through sharing empowering and practical life coaching tools and powerful personal interviews as host of FOXOLOGY RADIO, and also through her inspiring and insightful articles as a blog writer.



Visit ChathamCountyBPW.com for meeting information

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



April Showers Bring May Flowers. Exactly right. We have been enjoying all the flowers and flowering trees in bloom. The weather has been somewhat cool, but it has been a joy to celebrate Mother Nature's rebirth. We are

anxiously awaiting to join the NFBPWC's Earth Day celebration on Saturday, April 24. With the new direction of climate control change, mineral drilling, and environmental efforts to safeguard our planet Earth, this day will be a great day for us to get involved.

The Pennsylvania members have been joining the Friday night discussions and we learned some great news from Francesca Burack, NY, that our discussion on Lilly Ledbetter has brought us attention from the director of the "Lilly" movie. We just might have a personal into the screening of the movie. Let us hope this might come true. For everyone who has met Lilly Ledbetter along the way, you know her story is one that needs to be heard across the nation.

We love the format for these Friday night gatherings with a theme and discussion time. The use of the Zoom is a great tool that so many of us can participate. Kudos to Lilly Gioia, Dr. Ella McElwee and myself for finding that time to join our BPW sisters.

We also discussed the upcoming L3P's six-week program that will feature the revised modules into the topic of "Developing Leadership Skills in Uncertain Times." Again, Zoom has become our "life-line." Cathy Collins, Emily Holgash, Dr. Ella McElwee, Lilly Gioia and I have enjoyed the first 3 weeks of the program. We appreciate all the information that also has been made available to us.

Emily Holgash and I are really into the digital class with Marsha Riiber Cady and Judy Bell. But now we are on to "Pinterest." Our teacher, Barbara Bozeman, did a fantastic lesson on March 3 and now Emily and I are creating a "Board" for the PA Affiliate Chapter of NFBPWC. If you have not joined this class, it is a MUST. First Wednesday of the month at 5 p.m. Be there.

We are thrilled with the variety of Zoom events that NFBPWC is promoting. We had members attend the Virtual Club's Financial Literacy on April 21. Lilly Gioia brought her granddaughter Kayla and family pet dog too.

The L3P Class that immediately followed has our members engaged too. We have Emily Holgash, Cathy Collins, Dr. Ella McElwee, Lilly Gioia and myself. Learning about the DISC was the best review. Thanks Dr. Trish Knight.

Face book is another place to be. Ginny Bailey really tackled this social media for us. Her finding information to share about and for women is remarkable. Lots going on everywhere and our "likes" are still growing. Thank you to the many of you who are looking for NFBPWC-Pennsylvania. We "love" you.

Lilly Gioia provides the most outstanding summary of legislative news from Pennsylvania to the United States Congress. We love when she sends out a short note on what has passed in the U.S. House and what the vote count was. But the most challenging question how these items will pass in the Senate. A lot remains to be seen.

We are having our next Affiliate meeting on June 6 via Zoom. Now, our BPW/PA Convention will be held over a 3 day Zoom period from June 10, 11, and 12. One day will be the Board meeting, the next day for our Young Careerist/IDP speakers and finally the Convention gathering on Saturday. But I will continue to share all the exciting work that the NFBPWC is providing. We are hoping that our PA BPW Foundation will host a Zoom on Friday evening with a BINGO Party. Cathy Collins, Laura Whetstone and myself are members of this Board.

We are learning that the COVID19 vaccine is being distributed in Pennsylvania and we have members getting both doses or one dose. We are so hoping that we will meet in August for a face-to-face meeting at the Penn Stater on August 12. It will be quite the reunion.

Fondly,

Nancy Werner, President

STOP THE PRESSES ... We have 2 new members to report. Within 2 days we received news that the following women wished to join our PA Affiliate. Katie Fink from Hopewell, PA, and Kayla Bancone from Easton, PA, have submitted their dues and will be sent a welcome shortly. Thank you to Cathy Collins for inviting Katie and Lilly Gioia for inviting her granddaughter, Kayla. So excited that I can use the "new member" email!!

Pennsylvania Advocacy Report

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

MORE THAN 3,200 U.S. HEALTH CARE WORKERS DIED IN COVID'S FIRST YEAR:

An exhaustive analysis by Kaiser Health News and The Guardian into 12 months of trauma suffered by U.S. health care workers, examined who died and why. The majority who died are women, two-thirds of whom identified as people of color, lower-paid workers who handled everyday patient care including nurses, support staff and nursing home employees. They were more likely to die in the pandemic than physicians. The year-long investigation found many of those deaths could have been prevented. Studies show that health care workers were more than three times as likely to contract COVID-19 as the general public. Dr. Anthony Fauci told The Guardian that “during the critical times when there were shortages, was when people had to use whatever was available to them. I’m sure that increased risk of getting infected among health care providers.” Shortages of Personal Protective Equipment (PPE) were compounded by the federal government’s failure to maintain a national stockpile. The Trump administration refused to order more domestic manufacturing. That left health workers using trash bags as gowns, reusing N95 masks for weeks and, at times, going totally without gloves. The shortages led to protests by health workers who said working amid the pandemic without equipment left them like “sheep going to slaughter.” Nina Forbes, a nurse at an assisted living facility, was forced to wear a trash bag at times and later died, according to her daughter.

Heather Cox-Richardson’s 4/9/21 report in Letters from an American, maintained that when former President Trump put his son-in-law Jared Kushner in charge of the nation’s response to the pandemic, he sidelined career officials who knew how to source medical supplies in favor of young “volunteers” from investment banks and consulting firms. The administration touted what its leaders called an innovative public-private partnership to respond to the country’s needs, but a report by Rep. Katie Porter (D/CA) documented that as late as 3/2/20, the administration was urging American businesses to take advantage of the “booming market in Personal Protective Equipment and EXPORT masks, ventilators and PPE to other countries.” Rep. Porter’s office examined export records showing that in February 2020 the “value of U.S. mask exports to China was 1094% higher than the 2019 monthly average.” Meanwhile, American health care providers were wearing garbage bags and people were sewing their own masks, Cox-Richardson writes. In late March 2020 when business leaders urged Mr. Kushner to provide national direction, he told them “the federal government is not going to lead this response. It’s up to the states to figure out what they want to do.” When a business leader told Mr. Kushner that states were bidding against each other for PPE and driving up prices, he responded: “Free markets will solve this...this is not the role of the federal government.” As infections and deaths continued to mount, the administration repeatedly downplayed the emergency, even as more than half the health care workers’ deaths were among those younger than 60.

The Kaiser Health News/Guardian investigation exposed how the U.S. Labor Department, run by Trump appointee corporate attorney, Eugene Scalia, in the early part of the pandemic, took a hands-off approach to workplace safety. Scalia was sued by the AFL/CIO for his persistent inaction and neglect of pandemic workplace safety issues. Investigators identified 4,100 safety complaints filed by health care workers to the Occupational Safety & Health Administration (OSHA), overseen by Secretary Scalia. Most were about PPE shortages. Reporting also found that health care employers were failing to report worker deaths to OSHA. Data analysis found that more than a third of COVID deaths were not reported to regulators. Widespread shortages of masks and other personal protective gear, a lack of COVID testing, missteps by employers, weak contact tracing, inconsistent mask guidance by politicians and lax enforcement of workplace safety rules by government regulators, all contributed to the increased risk faced by health care workers. Statistics were maintained on the “Lost on the Frontlines” data base. A year into the pandemic gowns and gloves remain in short supply. Up until now the U.S. government has failed to systematically count health worker deaths. A

growing chorus of policy experts and unions have called for a comprehensive count of health worker deaths. Between the time of the vaccine roll-out and late February 2021 more than 400 additional health workers died. For this project more than 100 journalists contributed in an effort to record every death and memorialize those who died.

PANDEMIC TOLL ON WOMEN'S PHYSICAL, ECONOMIC & EMOTIONAL HEALTH:

Researchers estimate the pandemic will result in 300,000 to 500,000 fewer babies born in the U.S. A Guttmacher Institute survey showed that as a result of the pandemic, 34 percent of American women have either put off plans to have children or reduced the number they expect to have. Research scientist Laura Lindberg said the shock and chronic uncertainty of the last year will linger. "Until people feel more confident about the economy and the state of the world, concerns about having children are going to continue." **For every child a woman has, her earnings potential falls 4 percent**, according to a Princeton study. Many employers sideline mothers. The pandemic has also exposed the inadequate, costly and unreliable availability of high quality childcare. Women are having fewer children than at any time on record. In 2019 3.74 million U.S. babies were born—a 35-year low. In coming years lower fertility rates could have profound economic consequences, with employers lacking sufficient workers to grow the economy. University of Southern California specialist in urban growth and societal change demographer Dr. Dowell Myers states, "We need to have enough working-age people to carry the load of seniors" receiving government benefits, referring to the problem of fewer workers paying into Social Security and Medicare. Research shows that **the only policy that leads to significant increases in the number of babies women choose to have is high quality publicly supported day care.** Post pandemic after two million women were compelled to leave the workforce, the new definition of American "INFRASTRUCTURE" is investment in affordable, professional, high quality day care.

INFRASTRUCTURE IS A GENDER ISSUE IN 2021, according to a 4/15/21 NPR report. New York Democratic Senator Kirsten Gillibrand emphasizes, "Paid Leave is Infrastructure; Childcare is Infrastructure; Caregiving is Infrastructure." Defining infrastructure in these terms triggered a backlash particularly from conservatives. Infrastructure IS a GENDER issue, especially because a pandemic-battered economy has left women behind. Past infrastructure jobs have been men's jobs. Nicole Smith, Chief Economist at Georgetown's Center on Education & Workforce, told NPR, "If we were to look at the traditional definition of "infrastructure," which includes construction jobs and production occupations, some installations and repair, those tend to be traditionally male." In fact, around 9 in 10 "traditional infrastructure" jobs have historically gone to men according to a recent report Smith co-authored. President Biden's recovery plan invests in the care-economy including domestic concerns that reach women much more than we did in the past. So far Biden has only released part one of the American Families Plan to focus squarely on the care economy including children's services and education. It is believed the American Families Plan would create jobs for women and bring more women into the workforce by potentially providing more childcare availability. Rep. Katie Porter questioned the definition of infrastructure traditionally being used as a **CODE for men's jobs.**

INVESTING IN A 21ST CENTURY CARE INFRASTRUCTURE:

President Biden's American Jobs Plan provides \$2 trillion in infrastructure focusing on rebuilding bridges, upgrading ports and a much needed \$25 billion for child care facilities. Just like we need to build bridges to drive to work, we need to build a care infrastructure so parents can go to work, children can get early education and thrive, and provide living wages to child care workers. A 4/16/21 statement by MomsRising.org documented a 10/20/20 analysis of America's child care initiated by the Century Foundation and the Center for American Progress. It calculated that 4.5 million child care slots could be permanently lost due to the pandemic since the child care sector was already failing to support all families before the pandemic. There were 10 million mothers of young children in the labor force in 2019. The analysis estimated that the risk of mothers leaving the workforce and reducing work hours in order to assume care-taking responsibilities amounts to **\$64.5 billion per year in lost wages and economic activity.** Without both immediate and long-term action to shore up the child care infrastructure and establish more progressive work-family policies, the

United States cannot achieve continued economic growth nor protect and advance gender equity. The pandemic just pushed entirely out of the labor force a full **32% of all women between ages 25-44** for lack of affordable, reliable, quality child care taken for granted by working mothers in European countries. The White House noted that 2.3 million women have been forced out of the labor force. In January 2021 alone, 1.4 million fewer mothers of school aged children were working for pay than had been in the previous year. Of those who lost their jobs – over 600,000 are Black and 618,000 are Latina. The pandemic has laid bare the devastating economic and personal costs of our country's failure to invest in care or have a care infrastructure.

ARE CONSERVATIVE POLICIES SHORTENING AMERICAN LIVES? A research team of the nation's top epidemiologists and demographers compared the health of Americans with the health of people in other high-income nations, finding that compared to 16 other nations, the United States ranked dead last in life expectancy for males and second to last for females. And this was BEFORE the pandemic. Beyond that the U.S. ranked at or was near the bottom in nine broad areas. Lung disease was both more common and more deadly in the U.S. than in most of the comparison countries, while older U.S. adults were more likely to have arthritis than people in the United Kingdom, Europe and Japan. Infant death rates in the U.S. surpassed all other nations. A New York Times Editorial about this report stated: "It is now shockingly clear that poor health is a much broader and deeper problem than past studies have suggested." Since the report's publication the Organization for Economic Cooperation & Development, the World Health Organization and others have continued to document the on-going slide in U.S. health compared to other countries. As bad as the news was in 2013 when the report was first issued, it's only gotten worse, according to Dr. Steven Woolf, a physician and public health researcher at Virginia Commonwealth University, who chaired the panel of experts producing the "Shorter Lives" study. As of 2019, the U.S. ranked 36th in the world in terms of life-expectancy at birth, behind Slovenia and Costa Rica, not to mention Canada, Japan and all the rich countries in Europe. Baby boys born in the U.S. on average could be expected to live 3.7 fewer years than if they had been born in Switzerland. For baby girls born in the U.S. life expectancy was 5.2 fewer years than those born in Japan, according to health care journalist Lola Butcher in Generations Beat Online (2/21).

As a result of the pandemic, President Biden has proposed vastly increased investments in American health care. Two administrations and Congress have ignored the troubling findings and the questions of what is causing the U.S. health disadvantage. Recent work by social scientists point to a surprising culprit: conservative policies. Analysis indicates that "life expectancy rates between states have increasingly diverged since the early 1980's shortly after the federal government began transferring policy-making authority to the states, giving them more influence over programs like Medicaid and Welfare.

New research has found states with more liberal policies have longer life expectancy rates than those with more conservative policies. "As states have gravitated to more liberal or conservative sets of policies, their life expectancy rates have taken different trajectories." For example, Connecticut and Oklahoma had the same life expectancy in 1959, but by 2017 Connecticut had gained 9.6 years while the more conservative Oklahoma had gained just 4.7 years. Policies on tobacco, labor, immigration, civil rights and environment appear to be particularly influential for life expectancy. Jennifer Karas Montez, researcher at Syracuse University Center for Policy Research and lead author of the new reporting said, "We know states that we can look to, but what is Connecticut doing? What did New York State do? We can look to the states that are declining and say: What did they do wrong?"

PANDEMIC ANXIETY HAS MORE WOMEN DRINKING MORE, according to a 4/12/21 Futurity report on new research by University of Iowa Sociology Professor Susan Stewart. Nearly 2/3's of female participants reported drinking more since the beginning of the pandemic, including increases in daily drinking, drinking earlier in the day and binge drinking. The study appeared in the Journal of Gynecology & Women's Health. There was a progression of drinks throughout the day reported by homeschooling women, from mimosas and Bloody Marys in the morning to wine and shots in the afternoon. "There were a lot of jokes, but from previous research we know women's alcohol use has increased dramatically over the past decade – and that's no joke," Professor Stewart said. Between 2002 and 2013 there was a 58% increase in high risk drinking among women,

and an 84% increase in Alcohol Use Disorder according to the National Epidemiological Survey of Alcohol and Related Conditions. The pandemic has had a “disproportionately negative” effect on women. The study found that women with higher levels of coronavirus-related anxiety were more likely to drink more with stresses over economic uncertainty, social isolation and increased responsibilities at home. Further complicating all this are persistent barriers to women getting treatment for alcohol overuse: “Guilt, shame, being perceived as a ‘bad mom,’ lack of child care, the cost of treatment and familial opposition, the lack of gender-specific treatment, physicians being slow to recognize (Alcohol Use Disorders) in women, and for single mothers, the potential loss of custody,” according to the study. Researchers also found “married women were experiencing the greatest increases in alcohol use compared to other women during the pandemic.

TITLE X REVERSAL OF TRUMP ABORTION RULES:

The Biden Administration is moving to reverse a Trump-era Family Planning Policy that critics describe as a “domestic gag rule” for reproductive providers. The proposal largely returns the federal Title X Family Planning Program to its status before former President Trump took office. Current rules implemented in 2019 under Trump, forced providers who serve or refer patients for abortion from receiving federal funding through Title X to cover services such as contraception and Sexually Transmitted Disease screenings for low-income people. The U.S. Dept. of Health & Human Services (DHHS) proposed rule just published will have a 30-day comment period beginning 4/15/21. “As a result of the dramatic decline in Title X services under the 2019 Trump rule, the mission of Title X was “undermined,” DHHS maintained. Title X was helping fewer individuals in planning and spacing births, providing fewer preventative health services and delivering fewer screenings. The Trump Administration implemented its ruling in an effort to defund Planned Parenthood. The Trump rule prompted more than 1,000 health clinics in dozens of states, including but not limited to Planned Parenthood, to leave the Title X program. The Guttmacher Institute estimated that the Trump rules reduced the capacity of the Title X network by 46% nationwide, according to a 4/15/21 N.P.R. report.

CHRISTINE WORMUTH NOMINATED TO BECOME FIRST FEMALE U.S. ARMY SECRETARY:

A graduate of Williams College and the University of Maryland, Christine Wormuth has spent more than 25 years in some of the highest government positions in U.S. national security. According to a 4/18/21 Defense One report, if confirmed, Wormuth will assume responsibility for the Army at a time when the service is struggling with both internal and external change. Tackling extremism in the ranks and sexual misconduct in the ranks, are issues Wormuth will face immediately if confirmed. Pentagon insiders say she has spent her career tackling hard, complex problems. The Army Times recently reported on the Army’s failure to prosecute a non-commissioned officer who committed multiple rapes and continued to attack women years after the first assault took place. Wormuth will also deal with prioritizing modernization issues. April 22nd marks the one-year anniversary of Vanessa Guillen’s murder at Ft. Hood. Capitol Hill lawmakers plan to reintroduce the “I Am Vanessa Guillen Act” which would make sexual harassment a stand-alone Uniform Code of Military Justice offense. It would take the process of punishing sexual offenses away from the chain of command and have cases handled by an independent prosecutor.

WOMEN & THE WAGE GAP – WHAT ELSE IS NEW?

The Paycheck Fairness Act passed the U.S. House on 4/15/21 by a vote of 217-210 with a vast majority of Republicans voting NO. S.J.Res.1 to remove an E.R.A. deadline, originally co-sponsored by Senators Ben Cardin (D/MD) and Lisa Murkowski (R/Alaska), garnered two new co-sponsors in April. Maine Republican Senator Susan Collins and Pennsylvania Democrat Senator Bob Casey joined the bill. A Bloomberg Businessweek analysis of 2019 Census data calculated the relationship of graduate degrees to earnings. It showed that men whose highest degree was a professional degree had median earnings of \$136,000 in 2019. Whereas, women whose highest degree was a professional degree, had median earnings of \$88,301. Men with B.A. degrees earned \$71,000 compared to women with the same degree earnings \$51,000. This disparity existed despite women passing men in undergraduate college enrollment in 1978 and in graduate school

enrollment in 1988. By the fall of 2018 women made up 56% of U.S. undergraduates and 60% of graduate students. According to Justin Fox, Businessweek opinion writer, "Men still tend to dominate the highest-prestige graduate programs. Summarizing the situation in a few words: Men choose high-paying professions like scientist, engineer, physician or attorney while women can choose lower paying professions like female scientist, female engineer, female physician and female attorney.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

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

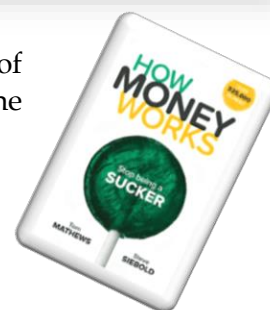
For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>
Or email: nfbpwcvirtual@gmail.com

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

In honor of April being Financial Literacy Month, The Virtual Chapter held an event entitled “Financial Literacy in the Wake of Covid” with mother-daughter guest speaker duo, Lauren Stine and Louise Haag. The financial



professionals reviewed concepts like “The Rule of 72,” “tax boxes” and the importance of having your own in-depth financial needs analysis (FNA). Attendees were offered the opportunity to receive a complimentary FNA and copy of the book “How Money Works.” The replay link and event survey were mailed to all registrants. If you are interested in learning more about financial literacy for yourself or your business and/or are interested in having Lauren and Louise speak to your group about these or other financial literacy topics, please email nfbpwcvirtual@gmail.com.



In May we will be featuring one of our own! Virtual Chapter member Jacqueline Delibes (Speaker, Transformational Workshop Leader, Certified HeartMath Coach and Writer) will be our featured guest. She will be addressing the topic “Progress, Participation and Persistence: Moving Feminism Forward at NFBPWC” as only she can in her engaging, entertaining, and insightful way. You will not want to miss it! Registration available on the Events page of the NFBPWC website. An announcement will also be delivered to members in the near future.
All the Best!

- 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 June eNewsletter is Sunday,
May 23rd at 5:00 pm Mountain Time

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

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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



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

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

Our NFBPWC Heritage



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

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

Our ambition

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

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

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

Affiliate Benefits

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

Individual Benefits

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

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