



**UNITING &  
ADVOCATING**  
*for Women*

**NFBPWC  
Magazine**

NOVEMBER 2021 ISSUE



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**Submission Deadline for the December Newsletter is  
Tuesday, November 23<sup>rd</sup> at 5:00 pm Mountain Time**

## National BPW Events

### Fridays, November 5, 12, 19 and 26, 2021

NFBPWC National Friday Connections

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

### Last Tuesday of Each Month – November 30, 2021

Membership Committee Meeting

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

### 2<sup>nd</sup> and 4<sup>th</sup> Fridays of Each Month

L3 Committee Meeting

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

### 1<sup>st</sup> Wednesdays of Each Month – November 5, 2021

Wednesday Web Wisdom: Digital Training Team Assistance

2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM

Central | 5:00 PM Eastern

Zoom Link for Members Only:

<https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIiZWFiSVBldz09>

### November 2, 2021 - Young BPW Only - Happy Hour Fun!

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

Central | 8:00 PM Eastern

Register Link: <https://www.nfbpwc.org/event-4543975>

## 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  
Kathy Kelly, 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, 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, Sandy Thompson, California  
Lifelong, Leadership & Learning, Kathy Telban, Virtual  
Membership, Kathy Kelly, Colorado  
Mentoring, Dr. Trish Knight, Virtual  
Military Affiliated Women, Barbara Bozeman, North Carolina  
Public Relations, Suzette Cotto, NFBPWC Virtual  
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  
international@nfbpwc.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:

Special Project for Afghan Women, Nermin Ahmad & Voyka Soto, NYC  
Digital Training, Marsha Riibner-Cady, North Carolina  
Diversity, Equity and Inclusion Chair, Sher Singh, California  
Marketing – National Team  
Membership Outreach, Jean MacDonald, Chatham County  
Newsletter, Michele Guarino, NFBPWC Virtual  
Nominations, Michelle Husby, California  
OneShared.World, Judi Kilachand, NYC  
Elimination of Sexual Harassment, Crystal Guillory, Virtual  
Social Media, Sue Oser, Michigan  
Website, Lea-Ann W. Berst, North Carolina

afghanwomen@nfbpwc.org  
digitaltraining@nfbpwc.org  
dei@nfbpwc.org  
marketing@nfbpwc.org  
outreach@nfbpwc.org  
newsletter@nfbpwc.org  
nominations@nfbpwc.org  
oswliaison@nfbpwc.org  
cesh@nfbpwc.org  
socialmedia@nfbpwc.org  
website@nfbpwc.org

## President's Message



By: Megan Shellman-Rickard

### Gratitude and Elections

For quite a few years I have chosen to make November a month of daily gratitude. Each day I find something or someone that I am grateful for. I share my reasons with my family, a specific individual, and sometimes on social media. For me this journey of gratitude started while I was raising two children, 4 and 6, we all needed to find more blessing in each day (especially the work-from-home-mom-person). It ended up being especially significant, for me, as my personal hopes for the ultimate broken glass ceiling that November of 2016 were dashed.

That election became a turning point for many women in our country, because there was an assumption that there would be a female president. Furthermore, my first month of gratitude coincided with this incredible and incredulous moment in which I began to feel more impassioned about encouraging everyone to vote, regardless of party affiliation. I was surprised by the confessions from within family, friends, and even BPW circles about non-participation in the 2016 election. I found myself wondering why a surprising number of people that I knew didn't engage in voting as part of the democratic process.

This November 1st I would like to share with my NFBPWC members how thankful I am that women have the constitutional right to vote in the United States of America. As I watch our democracy struggle over the issue of voting rights, I am grateful for the actions of our suffragist foremothers. My gratitude extends to the women from all political parties who continue to advocate for voting rights in our nation, knowing that a vote is an action of democracy.

Participation in the election process is imperative as we continue to advocate for working women. I encourage all of you to vote and to vote with knowledge at your fingertips. Ask questions, participate in town halls, have respectful debates about issues, and vote! We are the future we've been waiting for... make your values count.

It is important to note that this is a nonpartisan and nonsectarian organization. We all joined for our own unique reasons. Let us continue be an inspiration to each other, reaching your hand back to help the next member move their goals forward. Let us remember to celebrate and honor one another, as each member brings their own gifts to the conversation. Our Executive Committee wants you to have the opportunity to provide constructive input and to find your own unique path in this organization. You have a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization!

NFBPWC is lighting a path for our future that promotes solidarity, diversity, inclusion, innovation, and fun in 2021. We are living in a time of uncertainty. As our president, I send personal wishes of celebration, health, and progress around the globe.

Kind Regards,

Megan Shellman-Rickard  
NFBPWC President  
2020-2022

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



By: Kathy Kelly  
1<sup>st</sup> Vice President of Membership, NFBPWC (2021-2022)

Please contact me if you'd like to join the Membership Committee. We meet on the last Tuesday of every month. Or reach out if I can help you in the meantime with your new or renewing members. [vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.org)

## Virtual Club | NFBPWC Benefits

### NFBPWC Virtual:

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

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

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

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

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

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

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

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.



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

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



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

Voting....Voting...and more Voting! Yes! I am staying on this topic again this month! Why????? For one, Nov. 2 is an election day AND.....it's THAT important!

The impact of our votes, our ability to exercise our right to vote and those we elect (or send "home") because of our votes matter....a lot!

As members of this organization, we subscribe to tenets that we agree upon as a body and we express our positions on those issues through our bold, expansive and, in my opinion, inspiring Advocacy Platform. It bears repeating that there have been (and will likely continue to be) a plethora of attempts to curtail this right; many of which have been

successful. There are remedies for these actions sitting in front of our congress members right now....and yet.....to date, there has been little measurable improvement.

As a citizen, I am offended...As an intersectional feminist, I am enraged....As your 2<sup>nd</sup> VP of Advocacy, I am compelled to raise awareness and help educate, inform, and facilitate action. To that end, the Advocacy Team (A-Team) and I, are laying out a blueprint for "the long haul" to protect voting rights and curtail the wave of disenfranchisement. Special thanks to Bryn Norrie for her additional support with these efforts.

Here are a few of the actions/items we foresee:

- A One Click Politics (OCP) campaign urging appropriate members of congress to act on any of the bills currently in their chambers.
- Collaborations with like-minded organizations who have well informed resources and/or expertise in a variety of areas related to voting rights and who would benefit from our ability to advocate digitally.
- An opportunity for members to opt-in to text alerts for advocacy related calls to action and other pertinent updates.

A reference guide for members to follow in an effort to impact change at the local level.

A process for affiliates and chapters to utilize the OCP platform for local issues.

These are ambitious goals, and I am grateful for those who have lent their talents and insights to help us get to this point....but there's always room for more at our Advocacy table. Stay tuned for the announcement for our next A-Team meeting. We still have a good bit of wood to chop to bring these ideas to fruition. Many hands make light work and this work, like so much of what we do through this organization, is crucial.

I'm resharing the information of a few of the more relevant bills regarding voting rights for your reference. Our Vote is Our Voice....Let's get LOUD!

All the Best!

~Daneene

P.S. Please be sure to take a moment to view the supplemental contributions regarding LGBTQIA+ issues and the ERA from Sue Oser and Nancy Werner, respectively.

**The John R. Lewis Voting Rights Advancement Act (H.R. 4)****[View the text and track the bill here](#)**

- Introduced in the House on Aug. 17, 2021
- Passed the House on Aug. 24, 2021
- Considered by the Economic Opportunity Committee in the Senate on Sept. 21, 2021

**Summary/Key Points:**

- Focus is to amend the Voting Rights Act of 1965 and to revise the criteria used to determine which States/political subdivisions are subject to preclearance, etc.
- Authorizes DOJ to require states or political subdivisions to provide certain documents or answers to questions for enforcing voting rights.
- Outlines factors the courts must consider when hearing challenges to voting practices, such as the extent of any history of official voting discrimination in the state or political subdivision.

**The For the People Act (S.1)****[View the text and track the bill here](#)**

- Introduced in the Senate on Mar. 17, 2021
- Considered by the senate Committee on Rules and Administration on Mar. 24 & May 11, 2021
- Ordered reported on Aug. 11, 2021 (committee voted to issue a report to the full chamber recommending the bill be considered further)

**Summary/Key Points:**

- Focus is to expand Americans' access to the ballot box, reduce the influence of "big money" in politics, strengthen ethics rules for public servants, and implement other anti-corruption measures.
- Expands voter registration (automatic & same-day registration)
- Expands voting access (vote-by-mail and early voting)
- Limits the removal of voters from voter rolls (voter purges)
- Requires states to establish independent redistricting commissions to carry out congressional redistricting
- Addresses ethics in all three branches of government, including by requiring a code of conduct for Supreme Court Justices, prohibiting Members of the House from serving on the board of a for-profit entity, and establishing additional conflict-of-interest and ethics provisions for federal employees and the White House.
- Requires the President, the Vice President, and certain candidates for those offices to disclose 10 years of tax returns.

**The Freedom to Vote Act (S. 2747)****[View the text and track the bill here](#)**

- Introduced in the Senate on Sept. 14, 2021
- Ordered Reported on Sept. 15, 2021 (committee voted to issue a report to the full chamber recommending the bill be considered further)

**Summary/Key Points:**

- Focus is to expand Americans' access to the ballot box and reduce the influence of big money in politics, and for other purposes.
- Similar in scope and content to the For the People Act, with some adjustments to increase the likelihood of overcoming a filibuster, etc.
- View an excellent breakdown of this bill [here](#)

**OUR ADVOCACY TEAM**

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** Crystal Guillory
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **Book Club Director:** Dr. Kaea Beresford
- **LGBTQIA+ 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 on the following issues:*

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

## Advocacy ERA Team Report

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

### Equal Rights Amendment - Hearing in House of Representatives on 10/21/2022

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

For the first time in 50 years, the Equal Rights Amendment had a hearing at the U.S. Capitol. The hearing was to Commemorate the Anniversary of Equal Rights Amendment Passage in the House. It was on October 12, 1971, the U.S. House of Representatives passed the Equal Rights Amendment (E.R.A.) in an overwhelmingly bipartisan vote of 354 to 24, and the Senate passed it the following year by a vote of 84 to 8. The initial effort to ratify the ERA in the 1970s fell three states short. The amendment has now been ratified by the three final states needed: Nevada in 2017, Illinois in 2018, and Virginia in 2020.

“The Equal Rights Amendment: Achieving Constitutional Equality for All,” was the name of the hearing. It was chaired by Rep. Carolyn B. Maloney, Chairwoman of the Committee on Oversight and Reform. The hearing was to explore the current status of the E.R.A. and examine the final steps necessary to certify and publish it as the 28<sup>th</sup> Amendment to the U.S. Constitution.



We heard from Carol Jenkins, President and CEO of the ERA Coalition, Alyssa Milano, actress and activist, and Bamby Salcedo, President of the TransLatin @Coalition. There was also the Honorable Jennifer McClellan, Virginia State Senator, Ms. Victoria Nourse, Professor of Law, Georgetown University Law Center, Ms. Eleanor Smeal, Founder and President of the Feminist Majority and lastly, Ms. Inez Feltscher Stepman, Senior Policy Analyst, Independent Women's Forum. They all addressed to "why it's time for the E.R.A.-and why we need it for true sex equality in America."

It was shared that the E.R.A. met all the requirements to be published in the Constitution. It was passed by the House of Representatives 50 years ago last week, and 38 states have ratified it.

What we heard was the arbitrary time limit. If it did not exist, the E.R.A. would officially become effective on January 27, 2022. This would be two years after Virginia became the 38<sup>th</sup> state to ratify.

Now this where we all need to step up! We need to focus on the U.S. Senate where we need to ask our Senators to support a resolution that removes the time limit. We need to be included in our U.S. Constitution. As I have shared previously, our reproductive rights, an end to gender-based violence, pay equity are all in peril.

Visit the "Take Action Online Tool on the [www.NFBPWC.org](http://www.NFBPWC.org) It will allow you to connect with your Senators and encourage them to support the S.J. Res.1 for Equal Rights. We need them.

If you hear about any events that will feature E.R.A., please let me know!

Nancy Werner, E.R.A - Advocacy Committee

Side story – It was in the Fall of 1971, I had joined the Quakertown BPW and I was already attending what we call our district meeting of our PA Federation. I remember the District Legislation Chair selling these red, white and blue pins with the printed message "E.R.A. is for Everyone." It was only a \$1.00. Back then that was quite the donation, but I remember buying one. The funds would help our then National Organization to support its passage. At that very time, I thought we were covered in the U.S. Constitution. But the E.R.A. was BIG news and I soon learned that there was more to this story.

Over the years, I saw the fight in Nevada, Illinois, and Virginia and how the women and men persisted in getting it passed in these states. Now 50 years later we are still talking about its passage. It is the arbitrary time limit. I always dreamed that my daughter and daughter-in-law and now my granddaughter would benefit from it being added to our Constitution. So now I am stepping up my message to all of us in the NFBPWC. We need to get busy and contact our Senators. Plus, I see that the E.R.A. interest groups are always needing financial support. I will let that up to you but please, take some initiative and HELP! Dreams are achievable if we act together!

## Advocacy Team LGBTQ+ Report

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

### Learning more about the LGBTQIA+ community

If you do not identify as someone who is part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and help fight the stigma of what LGBTQIA+ is about. It goes beyond just Pride Month. In addition, you can educate yourself on the finer details on the community's history.



### Flag of the month - Asexual

Asexuality is described as the lack of sexual attraction to others. They do not desire to be sexual even if attracted to that other person.

The flag was created to help bring awareness to this often-misunderstood community in 2010.

#### What the colors mean:

Black – Asexuality as a whole

Gray – Asexuality and demi sexuality (no sexual attraction unless there is a strong emotional bond)

White – Sexuality

Purple - Community

Source(s): <https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

<https://www.asexuality.org/?q=overview.html>

### Key Words to know:

#### *Gender:*

A complex part of a person's identity; an interplay of self-perception, personality, and embodiment. More than just male or female, there are many possible genders.

#### *Gender Roles:*

Societal expectations attached to a person's sex/gender. Gender roles are not in-born; they have changed over time and are different across different cultures.

#### *Gender Identity:*

A gendered sense of self as a man or woman, another gender entirely, or no gender at all. A person's gender identity is formed around age 3.

#### *Gender Presentation:*

Gendered signifiers or personal traits (such as clothes, hair, and mannerisms) that are read by others as conveying masculinity, femininity, or androgyny.

Source: <https://grpride.org/portfolio-item/lgbtq-glossary/>

### This month's FYI:

LGBTQ+ History Month Website - <https://lgbthistorymonth.com/>

October was LGBTQ+ History month. This website is a portal to celebrate those icons of the community for each other. While the history month may be over, you are encouraged to use this resource to learn more about individuals in the LGBTQ+ community.

## From the Desk of the Secretary

By: Barbara Bozeman  
Secretary, NFBPWC 2020-2022



### NFBPWC BOARD OF DIRECTORS MEETING, OCTOBER 12, 2021

President Shellman-Rickard calls for a meeting of the NFBPWC Board of Directors each calendar quarter. The most recent Board of Directors meeting was held on October 12, 2021, via Zoom.

In advance of the board meeting, each member of the board provides to the secretary a written report. At the meeting, each member shares an oral report as well. The written report elaborates on their activities over the past quarter - and the oral is usually a target driven report about a topic or on topics the President feels are significant to the members and the organization.

This quarter, the oral report topic was very thought-provoking, reminding us of how deliberate consideration for what we do can and is of importance not only in our own communities, but across the globe as well.

The members of the board presented their oral reports based on this request from our president:

*"Each leader will address our connections to the Sustainable Development Goals and our mission statement.*

*The NFBPWC develops the professional, business and leadership potential of women at all levels.*

*Please review the Sustainable Development Goals (SDGs) and identify 1-2 goals that your affiliate and/or committee could work on in the next year. BPW International has the opportunity for us to share all projects that connect to the SDGs at a global level."*



The written reports are combined into one document as the Board of Directors Quarterly Report. The oral reports given during the meeting are documented by the secretary and included in the minutes of the board meeting.

The Board of Directors Report for October 2021 has been published to the website under the [Members Tab in NFBPWC Resources](#) and is also available for your review at the link below (**\*you must be logged into the website to view the report**) .

### [NFBPWC BOD REPORT OCT 18 2021](#)

For more information on the Sustainable Development Goals [click here](#).

The next Board of Directors meeting is scheduled for January 11, 2022.

Please contact me if you have any questions at [secretary@nfbpwc.org](mailto:secretary@nfbpwc.org)

*The NFBPWC Board of Directors consists of the Executive Committee, Past National Presidents, Affiliate Presidents and the committee chairs of the Standing Committees, Special Committees and Task Forces.*

## Treasurer's Report

By: Deborah Fischer  
Treasurer, NFBPWC 2020-2022



### NFBPWC Thanks Jean Pucher, Former Treasurer of the D.C. BPW Club and her niece, Jennifer Cherer



Sadly the D.C. BPW Club dissolved years ago and their dedicated club treasurer, Jean continued to pay the PO Box and the storage fees for their historical items and documents so that everything would be kept safe. With the assistance of Jennifer, Jean concluded that the time had come to pass everything on to the national BPW organization. Jennifer was instrumental in finding NFBPWC and contacting us requesting that we help start the process of



transferring the funds, items, and documents. Her unwavering support of BPW and the transferring of funds has resulted in two transfers of monies that ensure NFBPWCs future for many years to come.

The Executive Committee has awarded Jean and Jennifer Lifetime Memberships and our eternal gratitude.

A Legacy Fund Special Committee has been formed to ensure the funds are used wisely with the future and mission of

NFBPWC in mind. Should you have any thoughts you'd like to share with the committee, email [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org) and I will be sure to relay them.

Meanwhile we are interviewing Investment Advisors and Tax Attorneys to assist us in addressing the legality and investment of these funds. Please advise me if you or anyone you know would like to interview for these positions.





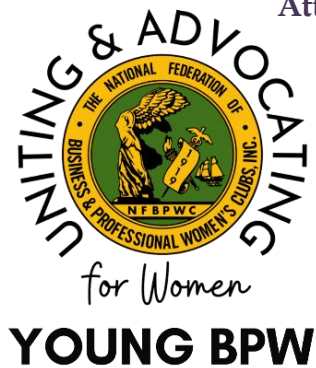
Thank you, Jean and Jennifer, for ensuring the future of Business and Professional Women!

I'd like to thank NFBPWC Secretary Barbara Bozeman for accompanying me to D.C. to meet and speak with Jennifer, Jean, and the Bank of America. Barbara will be following up with Jennifer to collect all storage items related to the dissolved chapter.

## NFBPWC Young BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC

It's catch-up time! Please go to <https://www.nfbpwc.org/Young-BPW> to read our Young BPW Member Spotlights from this past year.



### Attention all Young BPW & Student Members!

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



### What is Young BPW?

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

When you join NFBPWC at the local, chapter, or virtual club level, you automatically become a member of



Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to exchange ideas and information. We even host an international

conference for Young BPW every 3 years!

Email Ashley Maria at [youngbpw@nfbpwc.org](mailto:youngbpw@nfbpwc.org) to get involved as a Young BPW or Student 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's Message

By: Sandy Thompson, Immediate Past President, NFBPWC

As National President you have people contacting you that they have BPW memorabilia and would like to give it to you. So of course, you say yes. Now some of it is really nothing we would want to keep as it is old bank statements, and cancelled checks. But most of it has some very interesting papers. And we are grateful that there are relatives of our former members that see the value in helping to preserve our history.

A year and a half ago when I was still President I was contacted by a lady's nephew. Her name was Jeanette Kistler. She had served as President of the Los Angeles Sunset District in California in 1960. He had her scrap book and did not want to just toss it out. We discussed my getting it from him and then the pandemic hit. As time went on, he moved and left it with his sister. A couple of months ago she brought it to me.

In going through it I found this poem and it is so appropriate today that I thought I would share it with all of you. This is from 60 years ago so many things have not changed.

### TIRED

So, you are tired of being President - - you want the year to end. You're sick of hearing figures, and meetings to attend. You hate these special problems that come up every day. You've listened on the phone so much you want to move away.

You tell your husband patiently the time is drawing near, you won't be "Madame President" much longer - never fear. You check your list with relief - you've made just lots of money, you've turned in papers by the score, your members are quite chummy.

You've eaten very well at tea, your figure's not so trim, you dash home in nothing flat, just to cook for him! But now as nominations are heard upon the floor, you recall the same event that made you have this chore.

A sense of pride must be with you - your confidence returns, you look around and see new friends, your heart within you burns. You realize each hour and day and all the time you've spent was really gold for your memory book, 'cause you were President!

Remember this poem when you are asked to run for office and say yes!

## Environment and Sustainable Development Committee



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

### Let's talk about ... the IPCC and COP 26

Some of you have asked me about the new(ish) UN report on climate change and the upcoming climate summit that is due to take place in Glasgow. While both are significant, they could be

quite elusive, making it hard to understand why and how they matter. I am hoping the short "FAQ" section below could help make the connection.

**Q:** What is this UN report on climate change?

**A:** The report you're referring to is the IPCC's Sixth Assessment Report, released in early August of 2021. The Intergovernmental Panel on Climate Change (IPCC), founded in 1988 by the United Nations Environment Program, is a consortium of the world's top climate scientists and experts and the leading scientific authority on global warming. The purpose of

the IPCC Assessment Reports is to establish a science-based foundation for policymakers to address climate change. The first one to be published since 2014, the latest IPCC Assessment Report was released just a few months ahead of COP26.

- Some extreme events that are "unprecedented in the historical record" will occur even at warming of 1.5C.
- While some impacts are irreversible, we can avoid the most disastrous effects of climate change if we could limit the average global temperature rise by 1.5C (2.7F).\*

\*Below are future sea level rise visuals of the California State Capitol in Sacramento for 1.5C (sharp carbon reduction) and 3.0C warming (keeping with current trajectory) scenarios, courtesy of Climate Central. Depictions of more places around the world could be found here: <https://picturing.climatecentral.org/>.

**Q:** What do we need to do to avoid the worst-case scenario?

**A:** To stay within 1.5C warming, global greenhouse gas emissions need to be reduced by about 7% every year this decade – nearly a 50% cut by 2030. The U.S. is the second highest GHG emitter in the world after China, and the highest per capita GHG emitter in the world with over twice the GHG emissions per person compared to China. In the U.S., transportation, electricity generation (due to fossil-fuel based sources), and buildings are the biggest sources of GHG emissions and sectors that need the most urgent attention in terms of GHG reduction. Preserving and restoring natural carbon sinks, such as forests and wetlands, and growing more trees and plants could also help, though active reduction of source is the most important.

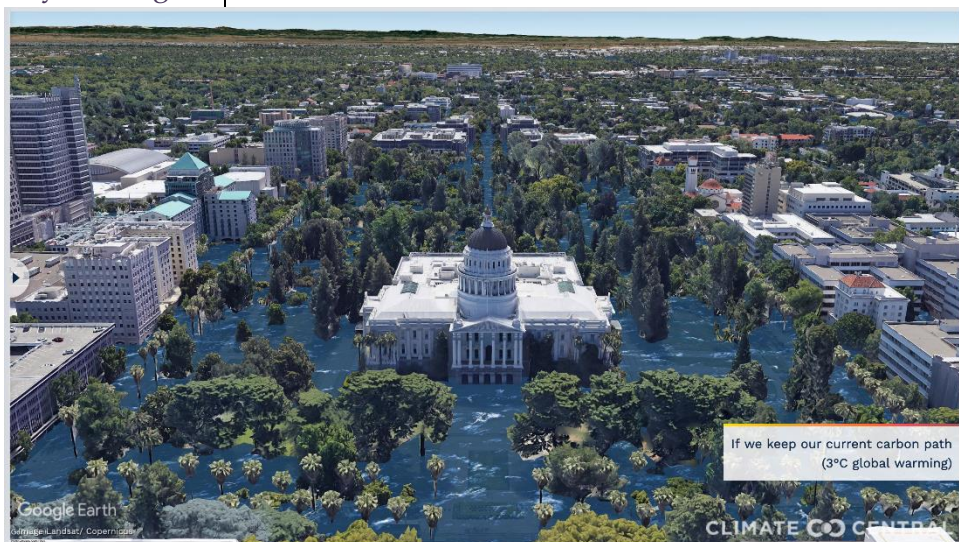
**Q:** What is COP?



**Q:** What does the latest IPCC Report say?

**A:** In short, scientists have observed that global warming is happening faster than previously thought, and that failure to reduce greenhouse gas (GHG) emissions by at least half by 2030 will expose us to catastrophic consequences of climate change. Some of the key points include:

- Human activity has “unequivocally” led to the warming of the atmosphere, ocean, and land, and some of the impacts, such as changes in the ocean, ice sheets, and sea level rise, cannot be reversed.
- Continued global warming will further intensify the global water cycle and its variability, leading to more severe dry and wet events.
- It is “virtually certain” that hot extremes, such as heatwaves, have intensified in frequency and severity since the 1950s.
- Globally, the past five years have been the hottest on record since 1850.
- Temperatures will reach 1.5C above 1850-1900 levels by 2040 under all emissions scenarios.





**A:** COP stands for Conference of the Parties under the United Nations Framework Convention on Climate Change (UNFCCC), a 1992 treaty that binds every country on earth to reduce greenhouse gas emissions to “avoid dangerous climate change.” Governments around the world have met almost every year since 1992 to coordinate their policies to address climate change, with mixed results. In 2015, over 190 countries agreed to limit their GHG emissions to a level where the average global warming would be limited to “well below” 2 degrees Celsius maximum, with “efforts” to stay within 1.5 degrees Celsius. The countries also agreed to come together every five years to check on their progress and to adjust their commitments to ensure they are on track to stay within 1.5C.

**Q:** What is COP26?

**A:** [COP26](#) would be the 26<sup>th</sup> time that world leaders and “observer organizations”—NGOs, youth organizations, policy groups, lobbyists, and businesses including big multinationals—would meet to coordinate and negotiate their climate-related policies, due to take place between October 31 and November 12, 2021 in Glasgow (postponed by a year due to

COVID). It is significant because it marks the five-year cycle where each country is supposed to review, adjust, and commit to new goals to stay within the 1.5C warming limit.

**Q:** Why is COP26 important?

**A:** The release of the IPCC report prior to COP26 has provide motivation/pressure for national governments, including the U.S., to commit to concrete climate action before and/or during the meeting. The meeting is a chance for decisionmakers from around the world to negotiate and agree on new measures to keep to the 1.5C target and to meet the promise of financial support made to developing countries to meet their climate action targets.

All that said, the follow-up action to meet the pledges made is the most crucial part. Even small actions we take consciously and collectively towards reducing GHG emissions (e.g., conserving water and energy, planting trees, signing up for renewable energy sources) and minimizing our disturbance on the natural system could make a difference.

## Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

Bumblebees, important pollinators of both native plants and agriculture crops, are some of our most threatened native bees. These social insects are an annual species: individual bees living one season with only the new queen surviving through the winter.



Bumblebee colonies vary in size, between 50 and 500 insects. Late every summer, they produce new queens and males who then mate, and all but the newly mated queen die. Bumblebee Queens search for undisturbed places to overwinter such as rock piles, abandoned



underground rodent burrows, cavities in dead trees, leaf litter, loose ground, near walls, and even in lawn sod. Tilling, plowing, digging can be disastrous for bumblebees' and all native bees' survival. Early spring, the Queen Bumblebee emerges to begin foraging on early blooming perennials and flowering shrubs to find a nesting area where she lays her eggs to re-establish her colony. Their ability to generate body heat (thermoregulate) and, therefore, fly in cooler temperatures makes bumblebees unique in the pollinator species.

## Health Committee Report

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

Thank you to the Health Committee and Chair, Keri Hess, for delivering an incredible webinar on Women's Mental Health in the Time of COVID. A special thank you to the phenomenal keynote speaker, Dr. Leslie

Sharpe. The program was inspiring, full of compassion, and informative. The entire committee and their efforts are applauded. On behalf of NFBPWC, we owe this committee a huge gratitude for presenting this important topic at a pivotal time in all of our lives.

A heartfelt thank you, President Shellman-Rickard.

## Lifelong Leadership & Learning (L3) Report

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

### Lifelong Leadership & Learning (L3)

The L3 Team is standing by for your request to give a module presentation by Zoom or in person. Please send inquiries to [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)



Kathy Telban, L3 Chair



Jane Taff, L3 Vice Chair

“Strategic Planning” is the focus of the last quarter of the year for the L3 Committee!

Last month, we invited you to chime in and provide your suggestions as we elevate our L3 Programs for our members in 2022. We engaged our committee members to provide specific kinds of input and we will be engaging our Facilitators soon. Our committee began drafting our 2022 Strategic Plan with fundamental information needed by any committee.

Since we are a committee that exists to educate, we thought it would be good to share our process with you! Every good strategic planning process creates a “method” to control the “madness”. Here’s the method we used:

- Defined our Committee’s Mission as it relates to the greater organization.
- Defined Who We Serve and Our Resource Partners (Internal & External)
- Itemized the Types of Services Provided
- Identified Our Assets (People, Process and Production/Collateral)

- Conducted a SWOT Analysis (Strengths, Weaknesses, Opportunities, Threats)
- Identified our Current Challenges
- Asked ourselves the following Future Focus Questions:
  - What do we need to Consider as we move into the next year?
  - How do we Measure Success?
  - What Trends can we capitalize on or will affect us?
  - How can we Stay Relevant and Current?
  - When we are Operating at Our Highest Level: What are we doing? What does it look like? What does it feel like?

In the upcoming months, we will be organizing all the information we've gathered into Strategies and Tactics with Action plans!

How about you? When you have to make big future-oriented decisions, what method to use to organize your thoughts? While this process might seem daunting and somewhat overwhelming, we have a very skilled and engaged committee helping us through this process. Remember to engage with others to lighten the load!

**Want to share your thoughts or see the L3 Committee in action?**

Join us: Committee meets every 2nd and 4th Friday of the month at 8am PST (also posted on the NFBPWC Calendar). We only have one meeting in November and December.

What would you like the L3 Committee to accomplish in 2022 and beyond? Please email any suggestions or ideas to Jane at [L3ViceChair@nfbpwc.org](mailto:L3ViceChair@nfbpwc.org).

## Mentoring Committee Report

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

California BPW member Linda Wilson shared an article on mentoring that appeared in her October Rotary magazine. It brought to light the desire of people across the nation to serve others. ([Rotary](#) Learning Center course Mentoring Basics)

Mentoring is a volunteer activity that is happening as a result of an organization's networking. Whether your network is in your club or via the many NFBPWC virtual events held nationally, we need to solve a need among our members.

Our members have the professional achievements and skills that can address the needs of others. It is a natural part of our organization to serve. While we have emphasized helping women and families outside our organization, we also need to focus on our members.

Did you realize that serving our members through a mentoring relationship can lead to member retention? As we build our chapters and recruit new members to NFBPWC, be active in discovering how to nurture their growth through mentoring.

Our organization has been the genesis of many emerging leaders. Our club and chapter meetings have groomed many women as they developed leadership skills. We continue to offer that nurturing, uplifting guidance to our members through the Mentoring Program.

To learn more, contact: [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)



## Military-Affiliated Women Report

By: Barbara Bozeman, NFBPWC Military-Affiliated Women Chair



### **“Don't Just Thank Me for My Service, Ask Me About It”**

Twelve words of clarity.

This is the title of a recent article by Jake Wood. I'd like to say it struck a nerve – but nope, it went straight for my heart.

“Thank you for your service.” I've said it and it has been said to me more times than I can count.



As often as we say it these days, has it become more of something we feel obliged to say or is the sentiment genuine? What keeps us from taking that next step into understanding by asking more? Do we want to know more, or are we afraid of what the answers might be?

Veterans Day is November 11. Next time you feel find yourself saying “thank you for your service” take that leap into a better understanding by asking them a question.

The answers may surprise you – and this service member can tell you it is appreciated.

Not sure what to say? Here are a few conversation starters:

What motivated you to volunteer?

What is your favorite memory from the time you served?

Share something unexpected about your time in service?

And read Jake's article – it's a good one. <https://www.military.com/veterans-day/dont-just-thank-me-for-my-service.html>



## United Nations Report



By: Susan O'Malley, IFBPWC UN Representative  
NGO CSW/NY, Chair ex officio

### NGO CSW Forum 66 - March 13-25, 2022

1. To prepare for CSW66 (UN) and NGO CSW Forum 66 (NGOs) **(entirely online)** an Open Forum will be held on 3 November from 8-9 AM EDT on Zoom. The

Open Forum will present the basics that you need to know to participate in NGO CSW Forum 66 and CSW 66. **To register for the Open Forum go to the NGO CSW/NY website. The registration information is also in the NGO CSW/NY October Newsletter.**

### 2. The application for a CSW66 virtual parallel event is now open until December 15.

- \* The fee is \$125.
- \* Acceptances will be on a rolling basis with the final confirmation on 15 January 2022.
- \* You may choose 2 preferred dates and times. During CSW66 the platform will be open 24 hours each day.
- \* You must provide a link to your virtual meeting platform using Zoom, Webex, Google Meet, etc., and tell NGO CSW/NY what link you are using.
- \* Your event will have its own event page with a description of your event, a chat feature, links, photos, documents.

3. The NGO CSW Forum will have an Artisan Fair, Conversation Circles, Advocacy Training, Caucuses, Briefings, a Virtual Handbook and an Exhibit Space where people may meet. NGO CSW/NY will start with Consultation Day on March 13.

### 4. Negotiations by Member States for the Outcome Document

on the Priority Theme (Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes) **will be in person in the UN. We do not know if NGOs will be allowed in the UN during CSW66 or if ECOSOC accredited NGOs (IFBPW is ECOSOC accredited) will be allowed to have 20 delegates.**



### ADDITIONAL INFORMATION

1. On December 10 from 10-12 NGO CSW Youth Leaders and Young Professionals will have a film screening and discussion of Ashley Maria's **"Pioneers in Skirts"**. Information on this event is on the NGO CSW/NY website.

2. **The Women's Human Rights Teaching, Learning and Advocacy Resource** is a collection of 42 teaching modules on decent work, social protection, freedom from violence, women's participation, peaceful and inclusive societies, and the environment. Google WHRTLAR or look for it on the NGO CSW/NY Website. [I chaired the Social Protection section that included universal health care, feminist housing, migration, widows, education and eradication of poverty.]

Questions? Email me at [UNchair@nfbpwc.org](mailto:UNchair@nfbpwc.org)

## Special Committee Report for Afghan Women

By: Nermin K. Ahmad and Voyka Soto, Co-Chairs NFBPWC Special Project for Afghan Women  
[afghanwomen@nfbpwc.org](mailto:afghanwomen@nfbpwc.org)

This fast-paced project continues to grow, and the twice weekly meetings keep it on track. It has been accepted as a project by BPW-International, was presented by Treasurer Soto during a panel discussion with our sisters in Calgary, and was presented to the US National membership during the October 15 Friday meet-up.

A successful in-person shipment of new Hair Bonnets to a base, housing Afghan women, has opened up access to information on immediate and long-term needs, which is helping guide the project, as we develop tools for mentoring and Ally-ship.

BPW International Project link: <https://www.bpw-projects.org/special-project-for-displaced-afghan-women/>

Press Release #1: <https://www.einpresswire.com/article/553301462/national-federation-of-business-and-professional-women-s-clubs-nfbpwc-advocates-for-displaced-afghan-women>

Press Release #2: <https://www.einpresswire.com/article/554670213/national-federation-of-business-and-professional-women-s-clubs-nfbpwc-donates-hijabs-and-clothes-to-afghan-women>





## Digital Training Committee Report

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

The digital training team meets the first Wednesday (November 3) of the month at 5 pm Eastern here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIhFWFhiSVBIldz09>

Each month we focus on what our attendees need. We are here to help anyone who needs information or assistance with all thing's technology. Some months we spend some time focusing on specific topics. In November we are going to look at the NFBPWC Website. There have been some changes since we last looked at it together. We encourage you to join us.

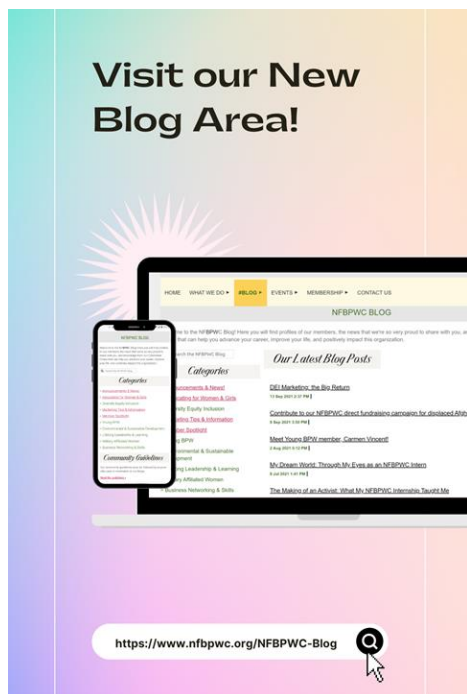
As always, we are available to assist you at other times, besides the first Wednesday of the month, just let us know what you need!

We welcome our newest members and encourage you to join us or contact us if you need assistance setting up your profile on the website.

Judy Bell has stepped down as a member of the Digital Training Team. She has been a great help at our meetings, and we will miss her. Judy, thank you for everything you did to make Digital Training successful.

## Website Committee Report

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



### ANNOUNCEMENT

The NFBPWC Blog has launched!! We're in the first phase of the launch – meaning that you'll find the first of many posts to come.

Soon you'll see more posts from committee chairs and other leadership teams, like:

- Profiles of your fellow members,
- The news that we're so very proud to share with you, and
- Tips and information that can help you advance your career, improve your life, and positively impact this organization.

- 1 Click here
- 2 Check out the blog area
- 3 Read a post!
- 4 Share a post (thank you!)

## Social Media Committee Report

By: Suzette Cotto, NFBPWC Social Media & Communications Chair

Written in collaboration with Sue Oser - NFBPWC Social Media & Events Coordinator, NFBPWC Michigan Affiliate



### Organizing Social Media and Blog Content

The art of influence and persuasion starts with a content (or writing) strategy. The NFBPWC Social Media Committee is working hard to create timely, press, intentional blogs and social media posts to enhance our member experience and engage prospective members. We'd like to share with you a helpful strategy for creating a shared editorial calendar.

### Planning, Intention and Consistency Are Everything

Knowing what is happening in your professional world and what is trending is a great way to be relevant to your community. You want to ride a wave of interest and post what people care about. You can find this by researching hashtags and trending content on sites such as Facebook and Twitter. Knowing your audience is the key to successful content that gets engagement. Engagement is everything that social platforms look for as an example of a great post. Engagement is what the social platforms use to judge the quality of your posts and whether they share your posts with others – this is done with sophisticated algorithms. They are ultimately in control of who sees your page's social posts.

Consistent posting when your audience is online is also important. Learn the best times to post on each social channel and plan your posts accordingly. Each channel also has a suggested number of posts it recommends capturing the best "reach" or who sees your posts. The number of posts times the frequency of those posts gets you the best chance your content will be seen. More is better. It's just like TV ads, the more you see them, the more top of mind that brand is to you. You want to post content that is informative, entertaining, and persuasive.

There are app tools you can use to organize content such as [Buffer](#), [Hootsuite](#) and [SproutSocial](#). These apps can cost money and require social media expertise and learning how to use them.



## Spreadsheet Social Media Solution

We all know how to use spreadsheets and to get a content strategy started, you just need a place to store your posts for editing and collaboration. You can organize your ideas on a simple spreadsheet either on Google Docs or Excel. Google Docs is helpful when collaborating as it has a feature that allows file sharing.

	A	B	C	D	E	F	G
1	DAY	DATE	TIME	MESSAGE	LINK	CAMPAIGN	IMAGE
2	MONDAY						
3		1/2/2020	9:00:00	Don't batch and blast. HubSpot's social media	<a href="http://www.hubspot.com/brand">http://www.hubspot.com/brand</a>	Social Inbox	Paste a web link to your image (size: 1200 x 628 pixels)
4		1/2/2020	12:00:00	How to Use Facebook: A Beginner's Guide	<a href="https://blog.hubspot.com/marketing">https://blog.hubspot.com/marketing</a>	Facebook	
5		1/2/2020	15:00:00				
6		1/2/2020	17:00:00				

It is a great way to help plan social media posts in advance and not at the last minute. This is especially true if you are promoting an event or something time-stamped. Using a spreadsheet takes commitment at first, but it's a good habit to get into whether you are marketing a business or an organization.

Not only does this work for social media posts, the idea of using a spreadsheet can also work in organizing articles to write, planning interviews, and linking to images.

Here is a downloadable calendar for Excel that you can modify for your content planning needs. If you are new to social media, we'll have more instruction on this topic as well as other helpful topics on the NFBPWC blogs so stay tuned! [PDF Downloadable Calendar](#)

Next month, we'll look at how to find great content to post about and the correct way to schedule posts using a spreadsheet like the one provided here.

Happy social posting! It's time to get organized and intentional.

### November Highlights in U.S. Women's History

- November 1, 1848 – First medical school for women, the New England Female Medical School, opens, in 1874 it merges with Boston University to become one of the world's first co-ed medical schools
- November 8, 1910 – The state of Washington passes a constitutional amendment to guarantee woman suffrage
- November 8, 1984 – Dr. Anna L. Fisher, a physician on the shuttle Discovery, becomes the first American mother and third American woman to fly into space
- November 11, 1979 – Bethune Museum and Archives opens in Washington D.C. as a center for African-American women's history, honoring Mary McLeod Bethune
- November 11, 1993 – The Vietnam Women's Memorial is dedicated in Washington, D.C. after being conceived by former army combat nurse Diane Carlson Evans and sculpted by Glenna Goodacre to honor the 265,000 women who voluntarily served during the Vietnam era
- November 13, 1938 – Mother Francis Xavier Cabrini is beatified, the first American woman citizen to become a saint
- November 14, 1889 – Journalist Elizabeth Cochran, aka Nellie Bly, sails around the world in 72 days, 6 hours, 11 minutes, and 14 seconds, beating the fictional record set by Phineas Fogg in Jules Verne's *Around the World in Eighty Days*
- November 14, 1903 – The U.S. Women's Trade Union League is established
- November 14, 1946 – Emily Greene Balch, co-founder of the Women's International League for Peace and Freedom, is awarded the Nobel Peace Prize
- November 28, 1881 – The first organizational meeting is held for the predecessor group to the American Association of University Women (AAUW)

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

## Engage with NFBPWC on Social Media



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



[https://www.youtube.com/channel/UC2l\\_ciXLyvbuldbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbuldbBOsV9Tg)



<https://twitter.com/nfbpwc>



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



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








## LADIES, YOUR HEALTH IS IMPORTANT!

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



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

### GOOD HEALTH PROGRAM FEATURES:

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

See the reverse side for more plan information.

## What's Included in this plan?

### Telemedicine

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

### Mental Wellness

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

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

### Dental Care

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

### Vision Care

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

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

*Not available in WA.*

### Prescriptions

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

## Plan Options



**Member Only**

**\$16.00** / month



**Member + 1**

**\$20.00** / month



**Member + Family**

**\$25.00** / month

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

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

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



# State Federation & Clubs News

## NFBPWC Arizona

### Executive Committee 2020:

Theresa Dolan                      President

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

## NFBPWC California Federation

### Executive Committee 2021-2022:

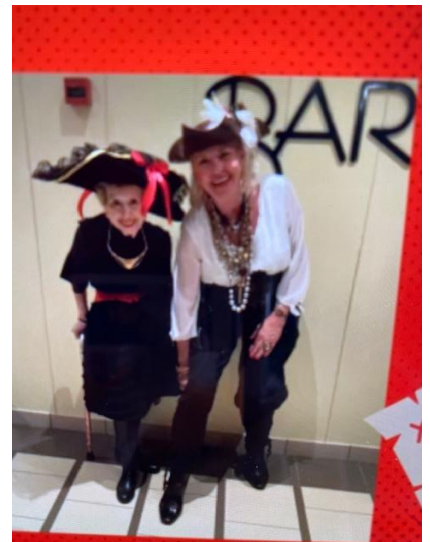
Lynn Brandstater	President
Anne Marie Johnson	Treasurer
Barbara J. Davis	Secretary
Rosemary Enzer	Immediate Past President

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

By: Lynn Brandstater, President, CFBPW California



California knows how to celebrate! Last month, in recognition of National Business Women's Week, the Hollywood club honored Liz Benham for her enterprising business skills and her acumen in leading both the National and International Federations. Since this was a zoom event, BPW members from around the globe were able to offer their personal tributes. Congratulations to Marjory Hopper for organizing such a meaningful event.



The State Board of Directors held its first hybrid meeting, with in person attendees and others zooming in. We are still learning how to make the combination work, but much progress was made at our first attempt.





We finally celebrated our 100<sup>th</sup> anniversary, a year late, but in person! Our dinner theme was Moonlight Over Maui and members were treated to professional dancers performing a variety of island dances. Our local State Assembly Member Laura Friedman, and State Senator Anthony Portantino sent recognition certificates. Two-time Past State President Trudy Waldroop compiled our 100 years into a keepsake history booklet and offered highlights to the audience of special accomplishments by decade. A special thank you goes to host district, Valley Sunset, for making the evening special.

The salute to women's achievements continues this month on November 9. The Downtown Sacramento club will recognize two outstanding and hard workers: Katie Valenzuela, Sacramento City Councilwoman, and Tamie Dramer, Executive Director of Organize Sacramento. This is a zoom event open to all, so contact Katherine Winans if you can participate.

This is the month of thanks, and I am truly thankful for the hardworking members in this state federation for continuing the legacy of the members whose accomplishments we are building on today.

Happy Thanksgiving to all. Continue to Advocate, Believe, Communicate!



*Pictured Above: Mahana Dance Company entertainers.*

*Pictured Left: President Lynn Brandstater and Lydia Steadman enjoying audience participation.*



## NFBPWC Colorado Federation

### Executive Committee 2021-2023:

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



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

## BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

### WAKE UP CALL

I spent three weeks this October traveling back east from Colorado. The last time I did this trip/music tour was 10 years ago. I thought this might be my last opportunity to see the autumn colors as I am concerned climate change may alter our seasons.

Of course, I knew I would feel guilty about driving my car so much. I estimated my trip was approximately 3,800 miles total. Using an online calculator, I converted this mileage into gasoline consumed, which yielded around 152 gallons. The calculator said this produced 1,350,824 grams of CO<sub>2</sub>, which converts to more than 2,978 pounds. I'm not good with numbers so I don't really understand how to interpret this, but over one million grams is a big number. Now I feel even more guilty after doing these calculations! Hopefully, I make up for it in other ways.

My drive from Berea, Ohio, where I was born and had wonderful visits with friends, through northern Pennsylvania and northern New York, was mostly unremarkable as far as color. It seemed that many trees had leaves that turned brown, died and then dropped. There were some yellows and oranges, but instead of the bright and vivid colors I remembered, I saw dull and muted shades instead.

I felt some excitement as I continued through the mountains of Vermont, where the scenery began to change. I just missed the peak foliage, but there were some very colorful pockets here and there. I spent three days with my friend, Loretta, and it was lovely driving through the pretty woods lining the many small rural roads that were covered with colorful leaves that had fallen.

Loretta and I recalled my visit there 10 years ago, when we witnessed the destruction of Hurricane Irene. There were a lot of yellows and oranges back then, but the brilliant reds from the maples were missing due to extreme moisture.

After researching this phenomenon, I realized that this changing environment for "leaf peeping" will also affect areas of the country that depend on tourism during the autumn season.

It's quite complicated to explain all the factors affecting how leaves change with biology, elevation, amount of light, temperatures, and amount of moisture, so I won't spend time trying to explain all of that. I googled and found several articles on climate change and autumn colors. This one was interesting and easier to understand: <https://phys.org/news/2021-09-climate-harder-fall-foliage.html>.



According to this article, “Climate change also poses longer-term threats that could disrupt leaf peeping. The spread of diseases and invasive pests and the northward creep of tree species are all factors tied to warming temperatures that could make for less vibrant fall colors, said Andrew Richardson, a professor of ecosystem science at Northern Arizona University.”

It’s interesting that I just finished a fiction book by Robin Cook called *Viral* that takes place during our COVID-19 pandemic, but which also contains some nonfiction elements—for example, due to climate change, a certain mosquito that can cause the deadly Eastern equine encephalitis is now moving northward to other states in the USA.



When I visited my friend in Connecticut, we talked about climate change and other environmental issues. I was very surprised when he said that a huge environmental event needs to happen as a “wake-up call” to prompt action. My reaction was “What? All of the droughts, heat waves, wildfires, smoky skies, flooding, hurricanes and all the environmental disasters happening around the world these past months are not wake-up calls?”

Yesterday I hiked in Shenandoah National Park as part of my visit to my dear friend, Cathy, in Winchester, Virginia. The foliage was very pretty but not yet peaking due to hotter temperatures there in September. Ten years ago it was near peak on October 10th and yesterday was before peak October 24th (see photos).

Before I head home, there’s one more stop to visit my friend “Tootie” in Franklin, Tennessee, where I’m thrilled to be playing a concert at The Legendary Kimbro’s near Nashville. Maybe Dolly Parton will show up and I’ll become famous and use the fame to spread a wake-up call to what we are doing to this precious planet we call home and the simple things we can do to reverse it!

P.S. The drive west from Virginia through portions of the Appalachian and Blue Ridge Mountains was the best of the entire trip! Deep reds and vibrant oranges! I shall return!

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

## **Chapter 2: The Gospel of Creation**

### **I. The Light Offered by Faith**

63. *Given the complexity of the ecological crisis and its multiple causes, we need to realize that the solutions will not emerge from just one way of interpreting and transforming reality. Respect must also be shown for the various cultural riches of different peoples, their art and poetry, their interior life and spirituality. If we are truly concerned to develop an ecology capable of remedying the damage we have done, no branch of the sciences and no form of wisdom can be left out, and that includes religion and the language particular to it. The Catholic Church is open to dialogue with philosophical thought; this has enabled her to produce various syntheses between faith and reason. The development of the Church’s social teaching represents such a synthesis with regard to social issues; this teaching is called to be enriched by taking up new challenges.*

[Read the entire Encyclical Letter](#)



## YOU ARE A PART OF THE SOLUTION!

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

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

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

## Call to Action – All States

Dear NFBPWC Members,

Are you feeling frustrated, fearful, hopeless on the state of our beautiful planet and climate change? Here is something simple to do and really important! It takes 3 minutes. Please support this and get your friends and colleagues to do the same.

This Call to Action is not just restricted to the State of Colorado; this affects all of the United States. You can go to: <https://citizensclimatelobby.org/house/> and type in your information (zip code, state) to receive instructions for contacting your Representative.

Thank you!

Laurie D

Dear Boulder CCL Members,

We could have a price on carbon THIS fall. But we need your help.

Our members of Congress are, right now, deciding what to do about climate change in the reconciliation package, while avoiding the filibuster. In a nutshell: they can stay small or they can go big. CCL has been working for years for this moment.

We want Congress to go big by putting a price on carbon!

In July, CCL focused on the Senate and over 21,000 people nationwide delivered over 52,000 calls and emails to their senators, telling them to go big. In Colorado, 765 of us contacted Senators Bennet and Hickenlooper. They heard us loud and clear!

CCL has asked us to focus now on our representatives. Please help ensure that carbon pricing is included in the reconciliation package by contacting Rep. Neguse (for those of us in District 2) --- or whoever your representative is. Please use this link <https://citizensclimatelobby.org/house/> to send your message. You'll find everything you need (message, your representative's contact information etc.) and it should only take 5 minutes. And if you use the link, CCL can keep track of how many of us are contacting our representatives.

If you've already participated in the House campaign, thank you!!! If you haven't yet, please email and/or call by August 31.

Once you've emailed and called, get others to act. Please share this email with any climate-concerned friends, family and coworkers. They'll want to take their shot to solve climate change too. <https://citizensclimatelobby.org/house/>

Thank you for all that you do on behalf of a livable world!

Susan Secord

Boulder CCL Steering Committee



## 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
OPEN	Secretary
Susan Murphy	Treasurer

By: Shirley Zeller, President, NFBPWC Michigan

## NFBPWC New York City

### Executive Committee:

Nermin K. Ahmad	President
Devika Gopal Agge	1 <sup>st</sup> VP Membership
Nesli Cakiroglu	2 <sup>nd</sup> VP Advocacy
Open	3 <sup>rd</sup> VP Programs
Voyka Soto	Secretary
Marianna Mott Newirth	Treasurer
Francesca Burack	Immediate Past President
Open	Young Professional Representative

For more information about this club, go to: [www.NFBPWC-NYC.org](http://www.NFBPWC-NYC.org) or become involved on our social media site, [nfbpwc.ning.com](http://nfbpwc.ning.com).



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

New York City Activity: We continue to advocate through PowHer for Equal Pay for all women, regardless of race and our EC submitted a video on our concern regarding Latina women needing 22 months to achieve the pay of their white, non-Hispanic, male counterparts.

Our second Money Talks show cased our Vice President for Membership, Devika Gopal-Agge and our Treasurer Voyka Soto in a fire side chat on successful grant writing. Our final discussion will take place in November and look at available Corporate Grants across the country.

Our next gathering has been postponed into November. Also in November, we will host a zoom conversation between our board member and Treasurer, Marianna MOTT Newirth, who is writing an Opera around her foremother, Lucretia Coffin Mott (LCM), and her sister-in-law, Meg Mott (Professor Emerita in Political Theory at Marlboro College), who leads groups in constitutional debates, with a focus on the rights of women.

## NFBPWC North Carolina

### Executive Committee:

Marsha Riibner-Cady	President	<a href="mailto:nfbpwcnc@gmail.com">nfbpwcnc@gmail.com</a>
Barbara Bozeman	NFBPWC-EC Liaison	
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook	
Varnell Kinnin	SDG/ Advocacy 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

On October 21, 2021, at 8 pm Eastern we celebrated our club for National Businesswomen's Week by having our own Happy Hour. Everyone brought a beverage of choice, a funny BPW story, and costumes were encouraged. We laughed for an hour! Thank you, Sandy Thompson, Immediate Past President of NFBPWC for joining us.

At our November 18, 2021, at 8 pm Eastern meeting we will be planning our upcoming year. This will be an NFBPWC-NC members only meeting

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

<https://us06web.zoom.us/j/83070332328?pwd=bjExWnBYVGx5YThBdDNzNG5FNzkyUT09>

Meeting ID: 830 7033 2328

Passcode: 612268

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

## NFBPWC North Carolina – Chatham County Chapter

### Executive Committee 2020:

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

By: Jennifer Halloran, President, Chatham County BPW



## Pennsylvania Affiliate Chapter

### Executive Committee:

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

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



By: Nancy Werner, President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFPWC will be meeting on Sunday, November 7 at 7 p.m. on Zoom. We have Dr. Ella McElwee, a member, speaking to us on the Goal 3-Good Health and Well Being under the Sustainable Development Goals established by the United Nations with the Department of Economic and Social Affairs. Dr. Ella is the founder and President of Health by Choice, Inc. Its mission is to encourage healthy choices in pursuit of optimal wellness. Her business is in New Enterprise, PA. We are excited to welcome Dr. Ella as our speaker.

We finished September with attending the Membership Meeting on Tuesday, the 28<sup>th</sup>.

I also took a whirlwind trip to Wells, Maine to visit the New England BPW Past State Presidents who were celebrating their 45<sup>th</sup> Anniversary. (September 24-26) Among this group are Sara Tracy, President from NH, Denise Spink Morin, Executive Secretary from RI, and Shelley Maloney, Representative from CT. All are members of the NFBPWC Virtual Club. Great being with them as I served as their Parliamentarian.

If it is October, it is BPW at its best. I had the privilege of sharing a "Fireside Chat" with the NFBPWC Young Women on Sunday afternoon, October 3. Ashley Maria, invited the many Young Women from the NFBPWC as well as guests from around the world to the discussion of "Negotiations." Kathy Telban, Chair of the L3P, and Francesca Burack of the New York City participated with me.

Speaking of the L3P, I have been attending these sessions as we continue to formulate building the lifelong learning program. Please read Kathy Telban's report as Jane Taff and she have been doing a fabulous job explaining what is happening as we begin to launch presenting the L3P modules. (Dates that I met were-Oct. 8, 15 and 22.)

On October 9, I took a drive to Berwick, PA to join three of our affiliate members-Amanda Collier, Lilly Gioia and Juliann Doyle at their District 8 Meeting. It was a great day as Lilly shared the Afghan Women's Project through published articles. Comments about our national work were greatly appreciated.

On Tuesday, October 12, Lilly Gioia and I attended the National Board Meeting. I shared our two Sustainable Development Goals with Goal 3- Good Health and Well Being and Goal 4 - Education. We also heard the need for a 501 c 3 accountant and Amanda Owen, our Justice Bell Founder, was quick to respond with information on the CPA who serves the Justice Bell Foundation. Great turnaround. Thank you.

I did attend the Zoom BPW Calgary, Canada presents Supporting Afghan Women on October 13 at 8 p.m. EST. I learned so much how the NFBPWC was able to gather information and mobilize in Colorado and New York. Then that same week, I hopped on the Friday Night Gathering with members, Cathy Collins and Lilly Gioia, to hear more about the Afghan Women's Project. Awesome work.

On Sunday, October 17, I had the honor of presenting a sermonette at the BPW Pennsylvania and Ohio 42<sup>nd</sup> Ecumenical Service. A fabulous day to open National Business Women's Week from October 17 to 23. It was held at the California Country Club, California, PA. I was asked by our member, Denice Robinson, to take the five hour travel to the western part of PA. Dr. Ella McElwee, member, also joined us. There were 34 members in attendance.

Emily Holgash, member, is back sharing more information to us via the Facebook connection. We learned about the Small Business Majority, the National Veterans Small Business Week from Nov. 1-5, SBA -National Disability Employment Awareness Month gathering on October 28 and finally the Manufacturing PA Innovation Program funded by the PA Department of Commerce and Economic Development Grant Program. Ginny Bailey, member, as the administrator of our Facebook page is really keeping us informed. Keep liking us NFBPWC- Pennsylvania. Another great plus for us.

Lilly Gioia has another extraordinary report on Legislation for you to read and share. She is on top of news 24/7 for us.



Yesterday, October 23, Nancy Thomas, Ginny Bailey and I attend the District 11 meeting. I have a great photo of Ginny and myself holding a prestigious award, the Eleanor Knoke. The local CMC BPW organization received it for outstanding work the previous year. (I was serving as the LO President and Ginny was serving as the VP.)

One more item to share, Emily Holgash and myself, have joined the IWPG/International Women's Peace Group for the Peace Education Lecturer Training. We will be receiving lessons to study and respond during the next two months. Sounds like quite the educational endeavor for both of us. We will report back next month.

Lastly, I was able to write a full page about the PA Affiliate Chapter of the NFBPWC in our BPWPA KEY's Fall issue. This was the first time since our chartering back in June of 2012 that I received an invitation. I took the time to explaining our alliance to the National and International BPW organizations. I was never so delighted!!!!

Like I shared, if it is October, it is BPW at its best....but so is every month of the year.

## Pennsylvania Advocacy Report

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

### NOVEMBER 2021 LEGISLATION UPDATE

#### WOMEN WIN \$18 MILLION SUIT OVER HOSTILE WORK ENVIRONMENT IN VIDEO GAMING INDUSTRY:

In early October Activision Blizzard settled a lawsuit brought by the Equal Employment Opportunity Commission alleging discrimination and sexual harassment, according to ArsTechnica.com. The video game developer "will create an \$18 million restitution fund for affected employees." The settlement came just hours after the suit was filed, following a three-year investigation that found female employees faced harassment, wage discrimination and retaliation if they complained. The company also faces accusations from California regulators, who compare working conditions at the company to "a frat house."

#### ALGORITHM, ARTIFICIAL INTELLIGENCE (AI) & SURVEILLANCE CHANGING WORKPLACES:

Women are leading the way toward holding corporations accountable for their over-reach and irresponsible failure to control the negative effects of their algorithms and Artificial Intelligence capabilities. Former Facebook Project Manager Frances Haugen testified to Congress in October that Facebook "put their astronomical profits before people." Haugen accused Facebook of pushing products that harm children and young adults in a pursuit of endlessly growing profits. She also testified that "I have strong national security concerns about how Facebook operates today." Subsequently, a former Facebook data scientist, Sophie Zhang, came forward as a second whistle-blower to assert she has submitted documents showing "potential criminal violations to a U.S. law enforcement agency." In 2020 Zhang testified privately before a European Parliament committee, according to a 10/11/21 New York Post report. On the day Zhang was fired she posted a statement accusing the social media giant of not doing enough to tackle hate and misinformation. She claims to have evidence showing how foreign governments were using social media accounts to influence the public and manipulate public opinion through Facebook.

Interviewed for a 9/27/21 Bloomberg Businessweek report on Artificial Intelligence, former cohead of Google's Ethical AI Research Unit, Timnit Gebru, said her work explored ways to "combat biases, such as racism and sexism, that creep into AI through flawed data and creators." (Gebru says Google fired her; the company says she resigned.) Asked what can make AI fairer—less likely to disadvantage Black Americans and other groups in everything from mortgage lending to criminal sentencing, Gebru insisted upon "labor protection, whistleblower protection and anti-discrimination laws." She noted the industry's attitude where "everything is automated," assumes "we obviously can't guarantee safety....they can just make as much money as they want from products that are extremely unsafe." Gebru was emphatic that these companies

need government regulation with expanded powers to investigate and audit big tech. “There should be standards that have to be followed if you’re going to use AI in high stakes scenarios,” Gebru stressed. Now a founder of an independent AI research group, Black in AI, she believes labor organizing is “extremely promising” and that companies “will have to be forced to change. They would rather fire people like me than have any miniscule amount of change.”

One thing the pandemic forced American workers to confront is their work-life, job satisfaction or the lack thereof. Millions worked remotely from home and found that tech companies use ever more intrusive ways to monitor workforces. Andre Spicer, professor of Organizational Behavior at Cass Business School, told The Guardian that thing you weren’t able to capture in the past, like how many keystrokes people are taking, what they are looking at on their screen while they’re at work, what kind of language they are using, now can be captured. “Surveillance follows you outside the workplace now,” Professor Spicer said. There are products that can take regular screenshots of employees’ work, web usage, and even photograph them at their desks using their computer’s webcams. Working from home offers no protection as this can all be done remotely. Software can monitor social media usage, analyze language or be installed on employees’ phones for monitoring purposes. Bloomberg Businessweek’s report on how algorithms now determine scheduling and productivity was headlined: *WHEN THE BOSS IS A MACHINE*. “Everyone wants to be Amazon,” the report states. Amazon’s assembly-line practices are already becoming commonplace in the rest of the logistics industry. Amazon’s algorithms tell workers what to do on the warehouse floor, set productivity targets, and flag employees who fail to meet them. In interviews workers describe feeling like “cogs in a giant machine” that can spit them out with little more than an automated termination email.

This on-the-spot immediate power of firing people without any warning is common all across America. According to a 6/26/21 Businessweek report, the U.S. works under an At Will Employment system, a legal standard that allows companies to fire people for almost ANY reason — and sometimes no reason at all. Unlike in other wealthy countries, where bosses generally have to provide Just Cause for termination, At-Will positions account for most U.S. jobs. In 2018 New York City passed a groundbreaking package that will make the City a little more like Europe. The laws which took effect on 7/5/21, ban At-Will employment among the city’s fast-food businesses, like Chipotle. After a year on her job with no complaints, it was a female Chipotle worker, Melody Walker, (36-year old single mom who was fired for not “smiling,”) who fought back by working with union organizers and local officials. Now a new law provides terminated or laid-off workers options to pursue arbitration, complain to the City’s Department of Consumer and Worker Protection, or file a lawsuit in state court, where a judge could award punitive damages. If employees are to be terminated, it must be for JUST CAUSE. A national Just Cause standard, or even a majority Just-Cause U.S. workforce, would represent an historic shift of negotiating power away from bosses to employees. Businessweek observes that such a system would feel a bit more like a contract and a bit-less like a feudal serfdom. Advocacy for Just-Cause legislation is under way now in New Jersey and Illinois to extend Just-Cause protections across industries and restrict terminations based on electronic monitoring of employees.

In California a bill to rein in Amazon’s labor practices using algorithms to establish warehouse “quotas,” was passed by the legislature, according to a 9/6/21 New York Times report. The new bill requires warehouse employers like Amazon to disclose productivity quotas for workers, whose progress they often track using algorithms.

Assemblywoman Lorena Gonzales, the bill’s author, said Amazon is “not taking into account the human factor. The supervisory function is being taken over by computers.” The bill will prohibit any quota that prevents workers from taking state-mandated breaks or using the bathroom when needed, or that keeps employers from complying with health and safety laws. Amazon nearly doubled its annual profit last year to \$21 Billion and is on pace to far exceed that total in 2021.

#### H.B.819/S.B.547 -- PENNSYLVANIA EQUAL PAY BILLS – ARE THEY GOING ANYWHERE?

Introduced at the beginning of the 2021-2022 Harrisburg session by Democratic Senators Steve Santarsiero (Bucks) and Maria Collett (Bucks/Montgomery) and Representatives Brian Sims (Philadelphia) and Tina M. Davis (Levittown), H.B.819 and S.B.547 are intended to amend Pennsylvania’s antiquated Equal Pay Law

(P.L.1913,No.694) passed **AUGUST 17, 1959!** “Workers should never be discouraged from seeking wage information from their employer or taking a stand when they are not receiving equal pay for equal work,” the two Senators said in a statement on 1/29/21. These bills offer protections against retaliation aimed at employees who discuss their wages. Defenses by employers must be job-related, a business necessity and not based on a sex-based differential. Remedies in these bills make the employer liable for compensatory and punitive damages, authorize reinstatement, promotion or other equitable relief. The statute of limitations is also expanded for violations.

### SEXUAL HARASSMENT IN THE PENNSYLVANIA LEGISLATURE? NO PROBLEM?

Three years after sexual harassment and assault cases in the Pennsylvania Capitol were brought to light during the #MeToo Movement, reform efforts have largely gone nowhere, according to a 9/23/21 Spotlight PA report. Legislation designed to hold those involved in sexual misconduct along with those who cover it up accountable has seen no action. Attempts to create independent, streamlined ways for staffers and others to report complaints have fallen by the wayside. Bills banning non-disclosure agreements and the use of taxpayer money for settlements have floundered. “The message to victims and would-be victims: Nothing’s changed here,” said Jennifer Storm, former PA chief advocate for crime victims. While legislators in other states have expelled lawmakers accused of sexual harassment and assault in recent years, Pennsylvania’s legislature has not. Instead, a PA POST 10/12/21 investigation disclosed that PA lawmakers spend MILLIONS of TAX DOLLARS on private lawyers, routinely obscuring the reason and the person represented, flouting case law that requires those critical details to be made public. The Caucus and PA Spotlight reviewed thousands of legal invoices and found state legislators spent nearly **\$10 MILLION** during the past two years on private lawyers—many of whom are also generous campaign donors! In a building already filled to the brim with attorneys, experts say the legislature’s handling of legal bills is among the starkest examples of how it spends millions of tax dollars each year with minimal scrutiny when some legal costs involve sexual harassment claims, secret personnel issues. This also includes the \$1.2 MILLION spent so far on a Republican-led 2020 Election review—running a tab that is set to skyrocket as G.O.P. Senators continue the Trump-backed push.

The PA Capital Star reported on 10/13/21 that law firms and lawyers who have worked for the Pennsylvania House and Senate have donated at least \$5.5 MILLION to 18 campaign committees controlled by Democrat and Republican leaders in the past 10 years. Critics warn of a pay-to-play culture in which contracts are given to political allies. Some states have banned campaign contributions from taxpayer paid contractors, or have required those contractors to disclose political giving as a condition of doing government work. Of course, Pennsylvania isn’t one of them. A 10/15/21 Capital Star report explained how Republican lawmakers unveiled a “reform” package that they say will close the “most pressing loopholes,” but it lacks the one provision most reform advocates say is most important: **A BAN ON GIFTS FROM LOBBYISTS**

### **TO LEGISLATORS!**

### TEXAS “HEART-BEAT” BILL IN PENNSYLVANIA, BUT BETTER ACCESS TO BIRTH CONTROL:

In introducing H.B.904, Republican Rep. Stephanie Borowicz said, “My legislation will require all physicians before proceeding with an abortion, to determine whether the baby has a heartbeat and if the baby has a heartbeat, then the abortion cannot be performed. This will eliminate the need for a gestational age in legislation. This legislation will be another great rallying cry for us to save babies around the state and possibly around the nation.” This was reported in the 9/28/21 Capital Star. Meanwhile in Congress the U.S. House passed the WOMEN’S HEALTH PROTECTION ACT, **(H.R.3755)** marking the first-time legislation specifically is designed to protect abortion rights. Now sent on to the Senate, the Women’s Health Protection Act creates a new legal protection for abortion providers to provide care, and for the patients to receive care free from medically unnecessary restrictions and outright bans. According to a 9/24/21 statement by the Center for Reproductive Rights, this bill protects against restrictions like waiting periods, biased counselling, and pre-viability bans like the one in Texas as well as the Mississippi ban soon to come before the Supreme Court in *Dobbs v. Jackson Women’s Health Organization*.

Action by the Biden Administration on 10/3/21 reversed a contentious policy set under President Trump that barred Title X-funded organizations providing abortion referrals from receiving any federal family planning

money. Alexis McGill Johnson, President & Chief Executive of Planned Parenthood Federation of America, called the new rule taking effect 11/5/21, a “major victory for patients’ access to sexual and reproductive health care.” A 2020 Family Planning Annual Report showed a precipitous drop in the number of clients served by the Title X program, originally created in 1970 to subsidize birth control, breast and cervical cancer screenings and related preventive care for millions of predominantly low-income patients.

#### 2021 NOBEL ECONOMICS PRIZE WINNERS SUPPORT INCREASING THE MINIMUM WAGE!

Pioneering research by three U.S. Economists showed an increase in the minimum wage does NOT lead to less hiring and immigrants do not lower pay for native-born workers, challenging commonly held ideas, ideas particularly in Pennsylvania where the poverty-level minimum wage remains cemented at \$7.25 an hour since 2009. The Washington Times reported on 10/11/21 that economists David Card (University of California/Berkeley), Joshua D. Angrist (Massachusetts Institute of Technology) and Guido W. Imbens (Stanford University) “completely reshaped empirical work in the economic sciences,” the Royal Swedish Academy of Sciences said. Their work showed that “natural experiments” are a rich source of knowledge. Contrary to previous studies the laureates found that the increase in the minimum wage had NO effect on the number of employees. They also found that the negative effects of increasing the minimum wage are small and significantly smaller than believed for 30 years. Given that the majority of minimum wage workers are girls and women, it is hoped this new evidence will advance the Fight for \$15 in progress for several years now.

#### FIRST BLACK WOMEN INDUCTED INTO THE NATIONAL INVENTOR’S HALL OF FAME:

In its nearly 50-year history and honoring some 600 other inventors both living and dead, the National Inventor’s Hall of Fame announced in September that Engineer Marion Croak and Ophthalmologist Dr. Patricia Bath will be honored. A ceremony in May 2022 will acknowledge the outstanding contribution of Dr. Bath, a pioneer in cataract surgery, the first Black family physician to receive a medical patent. She was the first Black woman to complete a residency in Ophthalmology at New York University and first woman to chair an Ophthalmology residency program in the U.S. Dr. Bath invented Laserphaco, a minimally invasive device and technique that performs all steps of cataract removal from making the incision to destroying the lens to vacuuming out the fractured pieces. Her idea in 1981 has improved vision for millions. She received five patents over the course of her career. She co-founded the American Institute for the Prevention of Blindness. Tech pioneer Marion Croak helped make remote work possible. She currently leads Google’s Research Center for Responsible AI and Human Centered Technology and has more than 200 patents to her name. She focused on converting voice data into digital signals that can be transmitted over the internet rather than phone lines. She has advanced the capability of audio and video conferencing. “I want people to understand that it may be difficult, but that they can overcome obstacles, and that it will be so worth it,” Dr. Croak said. As inventor of the text-to-donate technology, Croak received awards as it inspired major contributions in 2005 for Hurricane Katrina relief and help for the 2010 Haitian earthquake victims. A Princeton graduate, Marion Croak earned her Doctorate in 1982 from the University of Southern California in Quantitative Analysis and Psychology.

## 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](mailto:nfbpwcvirtual@gmail.com)

By: Daneene Monroe Rusnak  
President, NFBPWC Virtual Chapter

October program "Turning Impossible into I'm Possible" with guest speaker Amy Salapski was an outstanding program. Our "small but mighty" group of attendees experienced an evening of connection, reflection, and inspiration. Thank you for sharing your insights and talents with us Amy....AND thank you for becoming one of our newest members!

At the time of this writing, the Virtual Chapter is 39 members strong!

Stay tuned for registration and more details about our upcoming programming for the rest of the year. For now, I'm happy to report that in November we'll be hearing from an ambassador for the Challenged Athletes Foundation, a global organization dedicated to providing opportunities and support to people with physical challenges, so they can pursue active lifestyles through physical fitness and competitive athletics. Our chapter Annual Meeting will be held immediately before the program. Calling all members with an interest in serving as our Nominations Chair!



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

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

Submission Deadline for the December eNewsletter is Tuesday, November 23<sup>rd</sup> at 5:00 pm Mountain Time

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

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

@VestaBlueStudio

## Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

### **Economic Equity and Justice**

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

### **Health Equity and Justice**

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

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

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





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

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

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

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

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

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

### Our NFBPWC Heritage



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

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

### Our ambition

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

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

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

### Affiliate Benefits

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

### Individual Benefits

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

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

