



**UNITING &
ADVOCATING**
for Women

**NFBPWC
Magazine**

OCTOBER 2021 ISSUE

NATIONAL WOMEN'S BUSINESS WEEK



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**Submission Deadline for the November Newsletter is
Sunday, October 24th at 5:00 pm Mountain Time**

National BPW Events

Fridays, October 1, 8, 15, 22 and 29, 2021

NFBPWC National Friday Conversations

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

Last Tuesday of Each Month

Membership Committee Meeting

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

Sunday, October 3, 2021

"Learning Negotiation Skills"

NFBPWC Young BPW hosting

12:00 PM Pacific | 1:00 PM Mountain | 2:00 PM

Central | 3:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4482294>

Wednesday, October 6, 2021

Digital Training Team Assistance

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

Central | 5:00 PM Eastern

Zoom Link:

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

Tuesday, October 12, 2021

NFBPWC Board of Directors Meeting

All members welcome!

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

Central | 8:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4504274>

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

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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
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
cesh@nfbpwc.org
socialmedia@nfbpwc.org
website@nfbpwc.org

President's Message



By: Megan Shellman-Rickard

Inspiring Collaborations

In August we collectively watched as the United States of America ended a 20-year war in Afghanistan. Members across the country reached out to the National Executive to request that we initiate a project that could somehow help displaced Afghan women and girls as America left their country. The New York City affiliate brought an initiative to light that immediately inspired the creation of a Special Committee for the Afghan Women Project.

We had fielded similar requests from members around the country and the Executive Committee unanimously supported this initiative, thereby creating the Special Committee for the Afghan Women Project and connecting these members across the nation in formal collaboration.

It should be noted that nonprofit organizations are notorious for taking action in a slow and sometimes painfully arduous manner. The leadership shown by Special Committee Chairs Nermin Ahmad and Voyka Soto from the New York City affiliate enabled us to attain a nearly breakneck speed as we delivered on promises of resources in the manner of modest garments to displaced Afghan women and girls. Furthermore, NYC student members, Emily Van Vleck and Djenabou Bah, have been a beacon of inspiration and support for this committee despite having just begun their fall terms at university. VP of Membership, Kathy Kelly, used her connections to help us collaborate with other entities, like Afghans 4 Tomorrow and the military, in order to distribute much needed supplies. Our Diversity, Equity, and Inclusion Chair, Sher Singh, brought her experience as an immigrant to bear as we discussed cultural competency and how best to help displaced populations unfamiliar with our *American Way of Life*.

The support of BPW women across the country has been inspirational and gave this small, but determined committee, the spark to put the extra hours in each week to make this initiative successful. Thank you for each and every donation, we have put this money immediately towards the most urgent needs of modest garments for the Afghan refugees. Our collective efforts have been noticed and we were encouraged to register this initiative as a special project for BPW International so that it can be shared and duplicated for refugee populations worldwide. In addition, we will be working with BPW Calgary where Co-Chair Voyka Soto will be representing the USA and this project as a panelist for a discussion about advocating for immigrants as they resettle around the world (October 13th, check nfbpwc.org/events).

Although we are currently concentrating on the physical needs of modest garments for these women and girls, this project links closely with our mission to develop the business, professional, and leadership potential of women at all levels. This committee will be working to identify the business and professional women from Afghanistan and to work with them to create a successful life in the USA through resources, advocacy, mentoring, and a guidebook. I look forward to seeing this project unfold. It is empowering to watch women from all walks of life work together to truly make a difference. I am humbled and honored to be part of this initiative and president of an organization in which ideas like this can blossom into projects. Well done!

It is important to note that we all joined this organization 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
NBPWC President
2020-2022

1st Vice President Membership News



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

WELCOME NEW NFBPWC MEMBERS!

We are thrilled to welcome seven new BPW sisters this month. Please reach out to them personally when you can.

Christina Turczyn - New York
Brittney Washington - Florida/Student
Jennifer Cherer - Virtual/Lifetime
Tracy Godfrey, MD - Virtual
Jean Pucher - Virtual/Lifetime
Alison Fowler - Colorado
Alia Ismail - California

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

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

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

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

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

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

2nd Vice President Advocacy Report



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

Continuing the topic of Voting Rights, this month I would like to focus a bit more keenly on some specific legislation drafted with the intent to restore and protect the right to vote more equitably.

As a quick refresher, I call you to remember that the Voting Rights Act of 1965 is often viewed as the "Crown Jewel" of legislation in the civil rights movement at that time. One of the most powerful pieces of that legislation was the requirement of states with a history of voter suppression (primarily racially focused) to obtain preclearance before being able to implement changes to their voting laws/practices. In 2013, via the Shelby v. Holder decision, the Supreme Court essentially eliminated that requirement. As a result, a flood of

legislation negatively impacting voting access (especially for black and brown and other disenfranchised individuals) ensued.

Currently, there are a few bills at different stages seeking to restore (and in some ways improve) the strength once held in the Voting Rights Act of 1965. Below I will provide a brief overview and update of a few of the most prominent.

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](#)

Stay tuned for an opportunity to contact your legislators regarding voting rights via our digital advocacy platform....and if you haven't already, please take a few minutes (or less!) to take part in the campaigns we have already activated via OneClick Politics. You can view and engage in those campaigns by visiting the [Take Action](#) page on our website.

In the meantime, be sure to enjoy our supplemental advocacy reports by Susan Oser and Nancy Werner. Thank you for your consistent contributions, ladies!

All the Best!

~Daneene

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 - What happened?

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.

What a month will do to an important issue such as our Equal Rights Amendment. Like all of you, I have been waiting to read or hear something about the E.R.A. but it seems it just disappeared. During the past weeks, we

are hearing of the many groups embracing or not the abortion issue brought forth by Texas. That was hard enough but then the Supreme Court 5-4 allowed this law to take its course. I thought what is happening.

So that is one issue, but you have stop to think that if we had the E.R.A. in place this would not be happening. I am trying to make sense of it all but it is slow in coming. In the Spring, we heard from groups across the nation is supporting the E.R.A. Zoom was hopping with webinars and panels. We saw women become Sentinels at the Justice Department. But now all has gone quiet. I keep focusing on the various groups that have been conducting zoom panels and webinars about what is happening. Last month, I really enjoyed sharing the NYC BPW zoom with Linda Coberly, Esq. of Winston and Strawn, Chicago. She is the individual who has been leading the way for our E.R.A. within the judicial system and has really been sharing her thoughts and perceptions on how we can achieve the E.R.A. to be passed. Last month I mentioned that she might be calling for another amicus brief from the NFBPWC. I did contact her office and ask that we be included and to share information that we are on the list. My email address had changed, and I wanted her office staff to know.

But all went quiet. I mean quiet. The biggest news was Carolyn Maloney of New York's 12th Congressional District walking the red carpet of the Metropolitan Museum of Art Costume Institute Benefit. There she was wearing a suffragette-themed dress embroidered with the "equal rights for women." Her clutch bag had on it "ERA YES." She explained, "Across the country, women's rights are under attack. I am using this opportunity to call 4 the certification of the ERA so women can be equal one and for all."

Now I just got news from Linda Wilson, CA member, that there will be an E.R.A. event on October 5, 2021 at 5 p.m. Pacific time. "Come One, Come All -The Equal Rights Amendment: A Panel Presentation" sponsored by The Queens's Bench Bar Association and Marin County Women's Lawyers. Featured speakers will include Linda Coberly, Esq., Honorable Judge Barbara O'Hearn, member of the Queen's Bench, Senator Patricia Spearman of Nevada, and Helene de Boissiere-Swanson, co-founder of Katrina's Dream. The panelists will provide a historical perspective and personal account of the history of the E.R.A. and discuss its importance in advancing it. We will learn how it remains critical for the role that women of color have played around the ERA. We will also learn about the status of the resolution to rescind the deadline to ratify ERA. We do want to recognize it as the Twenty-Eight Amendment. Please consider joining by registering at www.bit.ly/ERA_Oct5

Don't forget to visit the "Take Action Online Tool on the www.NFBPWC.org. It will allow you to connect with your State 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 ERA, please let me know. Playing the Maytag repairman on this important topic is not for me or for any of us. Now is the time!

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



Pansexual Flag

Pansexuality can be described as attracted to all genders or just the idea that it doesn't matter what gender one is because the attraction is there.

No one really knows who created the flag, but in 2010 it first made an appearance on the internet and has become a part of the LGBTQIA+ community ever since.

What the colors mean:

Blue – Male attraction

Pink – Female attraction

Yellow – Attraction to other genders

Source: <https://www.pinknews.co.uk/2020/06/01/all-of-the-flags-you-might-see-at-pride-and-what-they-mean/>

<https://www.pinknews.co.uk/2018/04/26/is-janelle-monae-pansexual-please-stop-assigning-people-the-wrong-sexual-orientation/>

Importance of Inclusion

The Grand Rapids Pride Website has a section in their Glossary about inclusion and the various ways to accept and involved LGBTQIA+ people in school, the workplace, social circles, and family.

1. Just assume that someone is LGBTQIA+. If you imply or state "I think so and so is...." Or "Are you.....? It might affect them coming out.
2. Regarding transgender individuals, treat them as the gender they choose to identify with.
3. Be aware of a person's coming out. In no circumstances, if they have not come out, do not do so yourself. It could cause more problems with that individual as well as your relationship with them.
4. Advocate for unisex bathrooms and ungendered, private changing areas.
5. Start using the singular they more. It's grammatically correct and has been a part of our lexicon for centuries.
6. Do not mix-up body parts with gender. It creates a lot of confusion and misunderstanding
7. If you hear any transphobic or homophobic language around you, please make it stop. Doing this will show that you are supporting the LGBTQIA+ community and could inspire others to follow your lead.
8. Learn about how culture rejects the LGBTQIA+ community in general via violence, bullying, suicide, exclusion, discrimination, and invisibility. It's why the community needs allies more than ever.
9. Learn about how nonconformity is looked upon via portrayal of gender nonconforming people as gross or weird; misgendering; and policing gender appropriateness. They create a very uncomfortable environment.
10. Learn about and understand all the challenges facing the LGBTQIA+ community. Find ways to include and support those who are very different from you. Become aware of those "unsafe spaces."

Remember that how we think about gender and the words we use. Language is always changing and evolving. Keep an open mind, an open heart, and always be open for education and awareness.

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

Advocacy Team Elimination of Sexual Harassment Report

By: Crystal Guillory, NFBPWC Advocacy Team, Elimination of Sexual Harassment Chair, BPW Texas Member



Submitted by Kathy Kelly VPMembership@NFBPWC.org

COMMITTEE TO END SEXUAL HARRASSMENT (CESH)

NFBPWC welcomes Houston Texas member, Crystal Guillory, Assistant Dean of the College of Humanities and Social Sciences at the University of Houston-Downtown. Dean Guillory will be chairing our national committee on sexual harassment issues in the workplace. In addition, she is working on a documentary film with her students on this subject and will continue to share her research with NFBPWC members.

What IS sexual harassment?

Workplace sexual harassment and violence is not primarily about sex. It is about POWER and CONTROL. Sex is only the vehicle for an assailant to exert and exercise power and control over a victim in a work setting.

What are examples?

Sexual harassment is not always easy to identify. It may include sexual comments in the workplace, lewd emails, suggestive texts, inappropriate jokes or pictures, or repeated unwanted requests for dates or intimate contact. Sexual harassment also includes gender-based harassment, which is hostile behavior that is devoid of sexual interest but is undertaken because of the gender of the target. Examples of gender-based harassment include:

- Calling a colleague a derogatory name or making sexist comments
- Telling jokes that are derogatory to women or gays, lesbian bisexual or transgender individuals
- Making comments that women or others based on sexual orientation do not belong in management or leadership positions, and other comments based on gender stereotypes.

What are the costs?

An average company's cost to IGNORE sexual harassment issues is up to \$6.7 million a year, which includes low productivity and morale, employee turnover and absenteeism.

- source: <https://www.workplacesrespond.org/harassment-facts/>



From the Desk of the Secretary

By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

I like October.
Okay I **REALLY LIKE** October.

Growing up in New England – surrounded by the ocean, I got the full brunt of what fall means.



Temperatures drop.
That awesome and impossible to replicate chill in the air, leaves changing and just the magic of that time of year. Even as the circle of life rounds that turn, where some things die off and others go brown and dormant, there is still a kind of bursting with the vibrant hues of the season.



Fall is the season of renewal for me.

being my birthday.

And no, I'm not afraid to tell my age. I've been granted 57 years on this glorious earth and I think it's important to have gratitude for and celebrate every single one of them.

Probably has something to do with October 1st



I treat my birthday like most folks do New Year's Day. It is when I reflect on the past and make my hopes and wishes for the coming year.

One reflection this year is how very grateful I am for having all of you in my life!

With a thankful heart - Barbara Bozeman

Treasurer's Report



By: Deborah Fischer
Treasurer, NFBPWC 2020-2022

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

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

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

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

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

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

You may designate your donation towards one of the following:

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

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

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

Meet Lisette Torres! Lisette is a SoCal native and a member of BPW Hollywood in California. She loves nature, especially going on hiking trails by the ocean and being with her rescue German Shepherd, Mia. When she's not studying for school or the LSAT, she enjoys physical activities which include weight-lifting or figure skating.



Question: What are your career aspirations? What are you doing today to make them happen?

My current career aspirations revolve around helping others. I'm actively pursuing higher education to obtain my Juris Doctorate after I receive my Bachelor's Degree. I do wish to partake in law as an attorney for a few years then transitioning to work alongside non-profit organizations such as UNICEF.

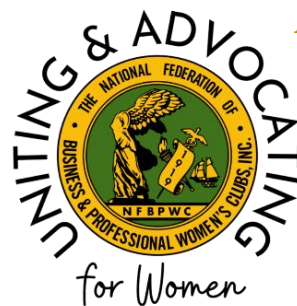
Question: What brought you to this career path?

As a child, I wanted to choose many different career paths such as a writer, geologist, scientist, teacher, etc. My career goals weren't given by the Oracle of Delphi, but rather something that came to me naturally. I knew I wanted to give a voice to others. I wanted others to know that they can come to me with concerns and we would be able to find solutions.

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

I was introduced to BPW Hollywood through an established member. A memorable experience with the club was when I was able to finally meet in-person President of BPW Hollywood Marjory Hopper at a Sunset Valley District Meeting in Burbank.

You can read more from Lisette's interview and learn more about Young BPW here:
<https://www.nfbpwc.org/Young-BPW>



Attention all Young BPW & Student Members!

YOUNG BPW

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

What is Young BPW?

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

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

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

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

Email Ashley Maria at youngbpw@nfbpwc.org 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

NFBPWC Members at International

NFBPWC is very proud to have several of our members serving at the International level and representing us. This is a wonderful opportunity for our Federation to be more actively involved at another level and to be involved in the direction that our organization will follow.

Here are the members that are serving at the International level.

Our own Young BPW National Chair, Ashley Maria, Hollywood, California, is on the International Young BPW committee.

The Development, Training and Employment Committee is Chaired by Francesca Burack, New York, and serving on the committee is Judi Kilachand, New York and Barbara J. Davis, Downtown Sacramento, California.

The Arts and Culture Committee is Chaired by Sher Singh, Downtown Sacramento, California. Serving on this committee are Lea Anne Brest, North Carolina; Jacqueline Delibes, Virtual; Vanessa Greene, New York; Jacqueline Melvin, Member at Large, California; and Susan Oser, Michigan.

We are proud of our members for stepping up to serve at the International and thank you for your service.

National Business Women's Week

National Business Women's Week is part of our history of which we should be very proud. Did you know that the first observance of NBWW was April 15-22, 1928. The first NBWW began with a nationally broadcast speech by Dr. Lena Madesin Phillips, the president of the National Federation of Business and Professional Women's Clubs (NFBPWC). Phillips stated in her speech NBWW was created "to focus public attention upon a better businesswoman for a better business world."

The concept of National Business Women's Week originated with Emma Dot Partridge, Executive Secretary of the National Federation of Business and Professional Women's Clubs from 1924 to 1927.

Since its creation in 1928, the NBWW has been sponsored by Business and Professional Women to recognize and honor the achievements of working women throughout history. BPW members call attention to the leadership of working women and local women entrepreneurs, facilitate discussions on the needs of working women, share information about successful workplace policies and raise awareness of resources available for women in their communities. NBWW is celebrated by BPW Local Clubs and their local communities across the country.

The National Business Women's Week is a salute to the achievements of all working women. It is celebrated during the last full week in October every year. The President of the United States customarily opens the week with a message, and many governors and mayors' issue similar messages.

The Objectives of National Business Women's Week are:

- Publicize the achievements of business and professional women everywhere, on the local and state level, and

- Publicize the objectives and programs of NFBPWC as they relate to all working women.

Hopefully many of our local clubs will have programs to honor their working members. Please let us know of any programs that you are having so that we may publicize them.

Environment and Sustainable Development Committee



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

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

Fall has arrived and as tempting as it might be, do not rake & bag up those fallen leaves. According to David Mizejewski, National Wildlife Federation, “the worst thing you can do is put (leaves) in bags and send them to landfills.” By leaving a layer of leaves on your lawn, you are providing organic matter & nutrients for your lawn and overwintering protection for butterflies, fireflies, lady beetles, moths, & ground beetles. Providing leaf litter, stems, brush piles & leaves tucked under shrubs, you are supporting & attracting a diversity of beneficial insects.



Health Committee Report

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

We are still in preparations for the Health Committee's October event on Mental Health, we are continuing to spread awareness and education via the newsletter.

If you have expertise in a mental/behavioral health field and can contribute to a panel to accompany other panelists and our keynote speaker, please contact Health Committee: Health@nfbpwc.org

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

New Chairs of the Lifelong Learning Committee



Kathy Telban, L3 Chair



Jane Taff, L3 Vice Chair



Kathy Kelly
VP, Membership

Kathy Telban has been appointed as the new Lifelong Learning (L3) Chair replacing Kathy Kelly who is now the Vice President responsible for Membership. Kathy Telban will be completing Kathy Kelly's term ending in June 2022. To assist with continuity and planning for this critical NFBPWC Committee, it was decided to have a Vice Chair position. Jane Taff was appointed as the Vice Chair.

Kathy Telban has been a member of BPW for over 35 years and was the founding President of NFBPWC's Virtual affiliate. She is currently the Chief Outcome Strategist for iSOLvit LLC and organizational effectiveness firm that helps organizations improve their outcomes where everyone matters. She is a multi-dimensional professional with expertise in information technology, training, sales, human resource, performance improvement and outcomes-based education. She resides in Cleveland, Ohio.

Jane Taff is a Leadership, Communication & Personal Development Trainer for her firm Taff Enterprises. Jane joined the Downtown Sacramento Affiliate in April of this year. She is a certified Professional Life Coach and DISC Behavioral Analyst as well as a John Maxwell team member. She is happily married, with three children and 2 cats. She resides in Citrus Heights, California.

Both Kathy and Jane worked with Kathy Kelly on the Onboarding Orientation sessions that were presented this year and thought they would make a great team to continue to build on Kathy Kelly's work so she could take the lead on membership.

WE NEED YOUR INPUT

In order for the committee to move into 2022 and beyond, Kathy and Jane would love your input as they formulate a Strategic Plan for the L3 Committee.

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.

Mentoring Committee Report

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

NOTICE:

The next session for Mentoring Program applications are open **September 15 through October 31**.

All current applications will remain active and carry through. We will continue to match applications for mentors and mentees as new applications are processed.

For information, email me at: mentoring@nfbpwc.org

United Nations Report

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

1. Update on CSW66

NGO CSW66 Forum will be held from March 13-25, 2022: Consultation Day in the 5 regions and the 50th NGO CSW/NY Anniversary Celebration will take place on March 13. **NGO CSW66 Forum will be entirely virtual. This is a change from what was announced in the last newsletter. The decision was made because many of our members in the Global South will not be vaccinated by March 2022.** The UN and UN Women have not announced if they will be entirely virtual for CSW66. At the UN General Assembly this month a number of the heads of states and ambassadors are attending in person. They are on the honor system concerning the requirement of being

fully vaccinated. Also, the UN Orchestra is having an in-person rehearsal in the UN Secretariat Building in October. Members of NGOs have not been allowed in the UN. To date UN Women is not allowing ECOSOC accredited NGOs to submit the names of 20 delegates.

Priority Theme: Achieving gender equality and the empowerment of all women and girls in the context of all climate change, environmental and disaster risk reduction policies, and programmes.



Review Theme: Women's economic empowerment in the changing world of work (*agreed conclusions* of the sixty-first session).

Please check the latest information on CSW66 on the websites for UN Women and NGO CSW/NY. Subscribe to the NGO CSW/NY newsletter on its website to get involved. It's free and quite wonderful.

Each year ECOSOC accredited NGOs submit Statements on the Priority Theme to UN Women. I am pleased to say that IFBPW's Statement is in draft form thanks to Lesha Witmer (Steering Committee, Women for Water Partnership), Marie-Claude Machon-Honore (BPW International Permanent Representative to UNESCO) and Toyting Chularat Israngkool Na Ayutthaya (BPW VP for UN). It is due by October 15.

Ashley Maria may be presenting "Pioneers in Skirts" to NGO CSW/NY's Youth Leaders and Young Professionals at their December meeting. Will update you in the November NGO CSW Newsletter.

2. Secretary-General appoints Sima Sami Bahous of Jordan as Executive Director of UN Women. Announced September 13, 2021, originally published on UN.org.



United Nations Secretary-General António Guterres, following consultations with Member States and the Executive Board of the United Nations Entity for Gender Equality and Empowerment of Women (UN Women), announced today the appointment of Sima Sami Bahous of Jordan as Executive Director of UN Women.

She succeeds Phumzile Mlambo-Ngcuka to whom the Secretary-General is deeply grateful for her commitment and dedicated service in leading UN-Women. The Secretary-General also wishes to extend his appreciation to the United Nations Special Representative on Sexual Violence in Conflict, Pramila

Patten, who will continue to serve as Acting Executive Director until Ms. Bahous assumes this position.

A champion for women and girls, gender equality and youth empowerment, as well as a keen advocate for quality education, poverty alleviation and inclusive governance, Ms. Bahous brings to the position over 35 years of leadership experience at the grassroots, national, regional and international levels, coupled with expertise in advancing women empowerment and rights, addressing discrimination and violence, and promoting sustainable socio-economic development towards the achievement of the Sustainable Development Goals.

Ms. Bahous most recently served as Permanent Representative of Jordan to the United Nations in New York. Prior to this position, she served as Assistant Administrator and Director of the Regional Bureau for Arab States at the United Nations Development Programme from 2012 to 2016 and Assistant Secretary-General and Head of the Social Development Sector at the League of Arab States, from 2008 to 2012.

She has also served in two ministerial posts in Jordan as President of the Higher Media Council from 2005 to 2008 and as Adviser to King Abdullah II from 2003 to 2005. She was Media Adviser and Director of Communication for the Royal Hashemite Court from 2001 to 2003, Acting Executive Director for the King Hussein Foundation from 2000 to 2001 and Executive Director of the Noor Al Hussein Foundation from 1998 to 2001. She also worked for UNICEF and with a number of United Nations and civil society organizations, and taught development and communication studies at different universities in Jordan.

Ms. Bahous holds a PhD in mass communication and development from Indiana University, United States, a Master of Arts in literature and drama from Essex University, United Kingdom, and a Bachelor of Arts in English literature from Jordan University. She is fluent in Arabic and English, and proficient in French.

Questions? Email me at UNchair@nfbpwc.org

Digital Training Committee Report

By: Judy Bell and Marsha Riibner-Cady
Digital Trainers, NFBPWC 2020-2022
DigitalTraining@NFBPWC.org

The digital training team meets the first Wednesday (October 6) of the month at 5 pm Eastern here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhiSVBldz09>

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 October 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.

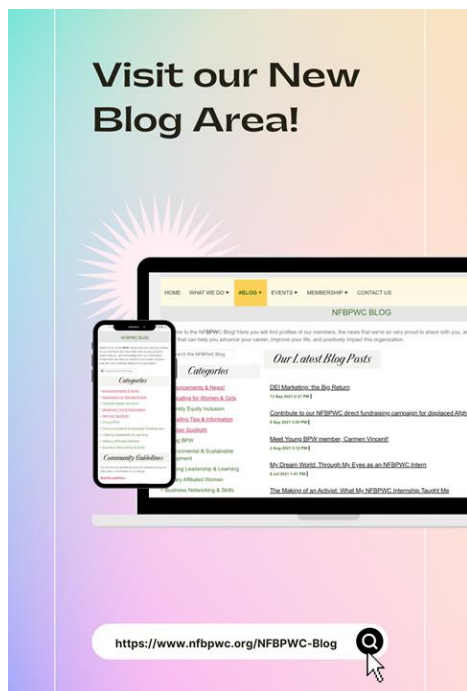
As always, we are available to assist you at other times, besides the first Wednesday of the month, just let us know what you need!

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.

A note of personal privilege from Marsha: I apologize that I was not available to run the September meeting due to a family emergency. Please feel free to contact me directly if you need to discuss digital issues you need help resolving. I may be reached at 252-423-0819.

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

Sue Oser, Social Media Chair

October Highlights in U.S. Women's History

- **October 3, 1904** – Mary McLeod Bethune opens her first school for African-American students in Daytona Beach, Florida
- **October 4, 1976** – Barbara Walters becomes the first woman co-anchor of the evening news (at ABC)
- **October 4, 1993** – Ruth Bader Ginsburg joins the U.S. Supreme Court as its second woman Justice
- **October 8, 1993** – Toni Morrison becomes the first African American woman to win the Nobel Prize for Literature
- **October 10, 1983** – Dr. Barbara McClintock receives the Nobel Prize for Medicine for her discovery in genetics about mobile genetic elements
- **October 11, 1984** – Dr. Kathryn D. Sullivan is the first U.S. woman astronaut to “walk” in space during Challenger flight
- **October 15, 1948** – Dr. Frances L. Willoughby is the first woman doctor in the regular U.S. Navy
- **October 16, 1916** – Margaret Sanger opens the U.S.'s first birth control clinic in Brooklyn, New York
- **October 23, 1910** – Blanche Stuart Scott is the first American woman pilot to make a public flight
- **October 24, 1956** – Reverend Margaret Towner is the first woman ordained a minister in the Presbyterian Church
- **October 28, 1958** – Mary Roebling is the first woman director of a stock exchange (American Stock Exchange)

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

Engage with NFBPWC on Social Media



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



https://www.youtube.com/channel/UC2l_ciLxLyvbuldbBOsV9Tg



<https://twitter.com/nfbpwc>



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



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








LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:

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

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options



Member Only

\$16.00 / month



Member + 1

\$20.00 / month



Member + Family

\$25.00 / month

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

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

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

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 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

Autumn greetings to all our fellow BPW members. California has two great events scheduled in October. Our Sierra Mar District will hold its fall conference via zoom on Saturday, October 16, beginning at 9am PDT. The featured speaker is the immediate Past President of NFBPWC Sandy Thompson. She will be speaking on CEDAW. The State Representative is immediate Past State President Rosemary Enzer. She will be speaking on the Court Appointed Special Advocate for children and youth (CASA). Rosemary has provided stellar volunteer service to CASA youth so she will be speaking from a firsthand perspective. Contact Linda Wilson or me if you want to zoom in.

On Saturday, October 23, we will have our Fall Board of Directors both in person and via zoom. The meeting begins at 9:30am PDT. Besides conducting our business, the featured program is an update on the Downtown Women's Center in Los Angeles. A representative will explain the Center's positive outcomes in helping women out of homelessness for the last forty years. Many California BPW members have participated with their work over the years, particularly last Past State President Joyce Morrissey. This is a sister organization close to our "women helping women" hearts. In the evening, we will have a dinner to celebrate our 100th anniversary, albeit a bit late due to the pandemic. "Moonlight Over Maui" is theme. We will salute our State leadership team. Past State President Trudy Waldroop has compiled a fascinating summary of our 100 years and will share little known facts with us. Everyone is invited, but it is an in person only event.

I love all our members and Districts in California, but I need to give a shout out to my home District, Valley Sunset. At their September fall conference, members voted to give a \$100 donation to National's new program to aid displaced Afghan women. It is a call to all our members to support the program.

California continues to Advocate, Believe, and Communicate!



NFBPWC Colorado Federation

Executive Committee 2021-2023:

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



Dear BPW Friends,

As we move into fall and October, I think not about pumpkin spice, but about VOTING. It's very important that BPW members contribute to our mission to "achieve equity for all women through advocacy, education, and information" – by voting.

Colorado is a state that offers mail-in voting, so even though technically November 2, 2021, is Election Day, all registered voters will receive mail ballots no later than 8 days before Election Day. If you don't receive one by

then, or if you are not registered to vote yet, you can still go to a location in your county to register – and to vote in person. All the information you need can be found here: <https://www.vote.org/state/colorado/> or here: <https://www.vote411.org/colorado>.

On the ballot this year are city council elections, school board elections, 3 statewide ballot issues, and possibly local ballot issues. As a nonprofit organization, BPW does not and cannot support or oppose candidates. I encourage you to find out all you can about the candidates and make an informed decision. Many community organizations, including the League of Women Voters, hold candidate forums. You can usually go to the websites of the city or school district to find out about those; at the very least, the websites inform you about who the candidates are.

But BPW can take positions on ballot issues. You can learn about the ballot issues in the “Blue Book,” which you should have received in the mail by now. The BPW Colorado Executive Committee’s review of the 3 statewide ballot issues has determined that they all would result in less money for the state to provide public education and many other public services that we support. We are recommending that you vote NO on them.

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

BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

REFUSING TO DO WRONG by Matt Nicodemus

Imagine this for governments at all levels across America - federal, state, county, municipal, and other (e.g., school boards): If any employee's superior orders her to do something she has good reason to believe would be illegal, she can refuse that order without fear of being fired or punished in any other way. If she suspects the order is unlawful but isn't sure, there's an office to which she and/or her boss can reach out in confidentiality, with experts who can be consulted for determination of the order's legality.

In such government, every supervisor will understand that their subordinates have responsibility to follow the law at all times and will not carry out instructions which would cause them to break the law. Those supervisors of good intent will be glad to know that, should they issue an unlawful order, their employees will point out their mistake when refusing to do what's been requested of them. Supervisors with ill intent will be deterred from attempting to use their authority to set in motion plans for corruption, rights violation, or other illegal aims, knowing that they likely won't be able to accomplish the wrongdoing and may well be exposed in the process.

Does this sound like a future you want to live in? Is it a future you'd like to help created? If so, contact Sworn to Refuse (StR), the Denver-Boulder-area organization which has been working since 2017 to realize the dream of good government, in which all employees and contracted workers are educated, encouraged, and supported to do the right thing by refusing to do wrong. Currently, we're focused on promoting "refuser protection" legislation in the Colorado legislature and Congress. E-mail us at sworntorefuse.info@gmail.com. For more information, visit our Facebook page at facebook.com/sworn2refuse Matt Nicodemus/Boulder ##

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

Chapter 2: The Gospel of Creation

62. Why should this document, addressed to all people of good will, include a chapter dealing with the convictions of believers? I am well aware that in the areas of politics and philosophy there are those who firmly reject the idea of a Creator, or consider it irrelevant, and consequently dismiss as irrational the rich contribution which religions can make towards an integral ecology and the full development of humanity. Others view religions simply as a subculture to be tolerated. Nonetheless, science and religion, with their distinctive approaches to understanding reality, can enter into an intense dialogue fruitful for both.

[Read the entire Encyclical Letter](#)

YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie's monthly music and "Green News," write to WindchimeL@aoL.com

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

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

A few of our affiliate members attended the memorial service for our member, Denise Garn. Denise passed away earlier in the year as a result of an incurable cancer. She is missed by all of our affiliates and all the members in BPW/Michigan.

At a zoom call with the affiliates, the subject of the Afghan women refugees was of major concern. We reviewed our NFBPWC President Megan's letter announcing the national effort on behalf of the Afghan women. As a state, we will be accepting a significant number of the women and families in Michigan. We are making contacts here

to see if we can team with other organizations to aid the women who will be arriving in Michigan. We will be taking action on that in the very near future.

The 100th + celebration of BPW/Michigan which has been postponed more than once due to COVID, has been rescheduled for May 13th, 2022 at our State Capital Rotunda. Members of BPW/MI, members of the Michigan and US legislature will be invited. It should be a grand event. We plan to have a banner flying over the front steps for Kodak opportunities.

NFBPWC New York City

Executive Committee:

Nermin K. Ahmad	President
Devika Gopal Agge	1 st VP Membership
Neslihan Cakiroglu	2 nd VP Advocacy
Open	3 rd 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 or become involved on our social media site, nfbpwc.ning.com.



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

For additional information visit: www.NFBPWC-NYC.org or become involved on our social media site, nfbpwc.ning.com.

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

New York City Activity: We are proud to have continued our busy summer into fall. Our Secretary, Voyka Soto hosted a lovely garden party in the garden of her Harlem brownstone, where a lively discussion ensued between our distinguished senior, established, and newly minted members on the need to advocate in a focused way with congressional representatives such as Senator Manchin of West Virginia.

Our next Garden Party will be on October 29 at a soon to be announced NYC Terrace Rooftop!

On September 21st we kicked off our three-part *Money Talks* series. Our inaugural fireside chat looked at available grants, whether they make sense to go after (cost/benefit) and what grants are available to businesswomen nationwide and locally in NYC. Please see the recording here. At 1 pm, on October 21 we will discuss focused grant writing. On October 26 (at 1 pm) we will look at available Corporate Grants across the country and have a speaker from a leading bank discuss how to get ready when seeking to borrow money.

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. Meg Mott is behind the award-winning Debating Our Rights series, which focuses on one liberty amendment so that participants are able to understand their opponent's point of view without having to endorse it. We have invited them to share how they live LCMs legacy and answer your questions.

Special Project for Afghan Women: The NYC student members, eager to undertake action on behalf of the arriving displaced Afghans, especially business and professional women and their daughters, worked with the NYC President, who had sought refuge in Afghanistan in the 1970s, to develop a project concept. Approved by the NYC Executive Committee, it became a special project at the National Level, unanimously supported by the National Executive Committee. President Bosshart of BPW International will be including it in its BPW project list as something to replicate globally. Initiated on August 27, this fast-moving project has four parts – Advocacy, Mentorship, Donations and the creation of a guidebook to facilitate the acclimation of displaced Afghan women to our American Way of Life. We are already shipping critical donated material to the women being processed through U.S. Bases. We are distributing a questionnaire to collect real input from migrant women and their daughters for the guidebook. We have begun creating alliances with other organizations to better focus our initiatives for business and professional women, ready to begin a new life here. View progress on this National project here: www.nfbpwc.org.

NFBPWC North Carolina

Executive Committee:

Marsha Riibner-Cady	President
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

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

<https://zoom.us/j/93649746577?pwd=Unh0TG1CdVFramxmElJEVThDd3V4Zz09>

or contact Marsha for details at nfbpwcnc@gmail.com

On September 16, 2021, NFBPWC-NC welcomed Kathy Kelly back to work on our goals! We want also want to thank the guests that attended our meeting.

On October 21, 2021 at 8 pm Eastern we are celebrating our club for National Business Women's Week by having our own Happy Hour. Everyone is welcome to attend and bring your beverage of choice. Hope to see you there.

Marsha Riibner-Cady, President NFBPWC-NC, nfbpwcnc@gmail.com

NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

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

By: Jennifer Halloran, President, Chatham County BPW



Pennsylvania Affiliate Chapter

Executive Committee:

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

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

By: Nancy Werner, President, NFBPWC Pennsylvania



The PA Affiliate Chapter of the NFBPWC will be meeting on Sunday, November 7 at 7 p.m. on Zoom. If you are interested in joining us, I will gladly send you a link. Just ask.

We celebrated the National Equality Day on August 26. I attended the evening zoom webinar entitled, "Making Her Mark: Philadelphia Women Fight for the Vote," presented by Jovida Hill, Director of the Philadelphia Commission for Women, Suzanna Urminska, "Making Her Mark," and our very own member, Amanda Owen, Justice Bell Foundation founder and creator of the film, "Finding Justice: The Untold Story of Women's Fight for the Vote."

Amanda is very busy at the moment as she will be leading a suffrage zoom event on September 28. Please search for the www.JusticeBellFoundation and all the information you need is there. Plus she will be featured on October 2, at the Reading Historical Society in her presentation of the Justice Bell. Way to go Amanda!

A follow up to the live streaming of "The Valiant Women of the Vote-Refusing to be Silenced" Luncheon held on Saturday, August 22, 2021 was an envelope from Molly Murphy MacGregor. Inside was the program of the day and other items to help us remember the work of the National Women's Historical Association. Molly shared her appreciation for everyone who joined that day.

The Friday Night "Connections/Conversations" sessions are still being attended by the PA Affiliate members. Thank you.

Lilly Gioia, our "Legislative Reporter," has continued to amaze us with her detailed reporting. Please read this month's edition as it is the longest one yet but so very thorough with information and details. Right now, most

PA citizens are up in arms with our personal information being given to the voter vendors. I have never been hotter. I have been writing to my election board and making calls to my PA House Representative and Senator. Haven't heard back from anyone.

Emily Holgash will be back sharing more of the S.T.E.M. work as soon as the schools are in full operation.

Ginny Bailey is hitting some home runs with her many Facebook updates on our NFBPWC- Pennsylvania. Thank you for "liking" what she posts.

We are busy as always with the start of a new BPW year.

Posted by Ginny Bailey, September 20, 2021 NFBPWC-Pennsylvania Facebook page (her image was cutoff)

Follow them here at: <https://www.facebook.com/groups/671796126783219>



Pennsylvania Advocacy Report

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

OCTOBER 2021 LEGISLATION UPDATE – PART ONE

TEXAS BANS ABORTION AFTER 6 WEEKS GESTATION:

At midnight August 31, 2021 a restrictive Texas law went into effect criminalizing abortion at six weeks and deputized citizens to enforce the ban. SB8 effectively bans abortion when women often don't know they are pregnant. The law incentivizes private citizens to sue anyone "aiding or abetting" abortion-seeking patients in Texas. It makes no exception for pregnancies resulting from incest or rape. The person who successfully sues could receive a bounty of \$10,000 and have all of their legal fees paid for by the opposing side. Doctors who are sued, even if the suit is dismissed, have to report the lawsuits when they renew licenses or obtain hospital admitting privileges, according to a 9/1/21 New York Times report. The Supreme Court refused to block the most restrictive abortion measure in the nation by a 5-4 vote with Chief Justice John Roberts joining with the minority. Adrienne Kimmell, Acting President of NARAL Pro-Choice America said, "The anti-choice movement is determined to decimate reproductive freedom and intimidate providers, pregnant people, and those who love and care for them. Make no mistake, this law paves the way for anti-choice extremists to turn their dystopian vision into a horrifying reality--not just in Texas, but around the country," according to a 9/1/21 report by HuffPost. Writing in strong dissent, Supreme Court Justice Sonia Sotomayor called the Court's ruling "a breathtaking act of defiance – of the Constitution, of this court's precedents and of the right of women seeking abortions throughout Texas." She described the majority ruling as "stunning...a majority of Justices have opted to bury their heads in the sand." Chief Justice Roberts wrote that he would have blocked the Texas law while appeals moved forward. The Court's five conservative justices in their ruling acknowledged the "serious questions regarding the constitutionality of the Texas law at issue," according to Ms. Magazine, 9/8/21. The Guttmacher Institute stated that the new law will disproportionately affect Black and brown women unable to travel to other states for the procedure. This law will lead to people being interrogated by law enforcement and possible arrest. The Supreme Court this fall will hear the Dobbs v. Jackson Women's Health Organization case which is an opportunity to overturn Roe v. Wade. A Spotlight PA 9/2/21 report noted that the Supreme Court's decision to let Texas ban most abortions, could clear the way for a similar prohibition in Pennsylvania if Republicans win the 2022 Governor's race. Acknowledging that Texas has effectively banned abortions, Governor Tom Wolf told CNN on 9/1/21, "I won't let that happen here in Pennsylvania. Abortion is health care and will remain an option to be discussed between patients and their doctors. My veto is ready."

On 9/9/21 the U.S. Justice Department sued Texas over its abortion law. "This kind of claim to nullify the Constitution of the United States is one that all Americans, whatever their politics or party, should fear," Attorney General Merrick Garland said. He discredited the part of the Texas law that authorizes private citizens to file lawsuits, saying it empowers "bounty hunters" to enforce it. "It may become a model for action in other areas in other states," he added. The Justice Dept. lawsuit, filed in Austin, was assigned to Judge Lee Yeakel, an appointee of former President George W. Bush, according to a 9/9/21 Politico.com report. The suit claims that the Texas law "irreparably harms" the federal government. In addition to violating the rights of women, Texas's law interfered with the work of several federal agencies, including the Department of Labor, the Department of Health & Human Services and Defense, in violation of the U.S. Constitution. In a scathing editorial the Wall Street Journal said the Texas bill "sets an awful precedent." Texas Republicans have handed Democrats a "political grenade," was the Journal's assessment after Governor Abbott signed the abortion ban legislation.

LIZ SHULER ELECTED AFL-CIO PRESIDENT:

The first woman to head the biggest U.S. labor federation wants even more women as decision-makers in a labor movement that is becoming less male and less white. Liz Shuler, 51, said "when you see women in key positions of leadership, it emboldens women to continue to aspire to more. This is a moment for us to lead

societal transformation—to leverage our power to bring women and people of color from the margins to the center—at work, in our unions and in our economy, and to be a center of gravity for incubating new ideas that will unleash unprecedented growth.” Prior to becoming AFL-CIO Secretary-Treasurer, Liz Shuler held several positions in the International Brotherhood of Electrical Workers. Shuler has been the federation’s Secretary-Treasurer since 2009 and became interim president following the sudden death of Richard Trumka. The AFL-CIO’s 56 affiliated unions represent a combined 125 million workers, according to an 8/24/21 Reuters report. Katie Shindle, President of Actor’s Equity Association, said of Shuler, the AFL-CIO Council elected “not just any woman—this woman, who is labor to the marrow of her bones, has earned this through her intelligence and collaboration and grit.” Shuler said expanding union membership requires a multi-pronged approach that includes winning legislation, such as the Protecting the Right to Organize (PRO) Act, as well as organizing. Only white men have led the AFL-CIO since its founding 135 years ago. At the rank and file level women account for nearly half of all union members, up from one-third in 1983, according to Labor Dept. data. During the same period the non-white share of union membership rose from 22% to 37%. Ileen DeVault, a Labor History professor at Cornell Industrial and Labor Relations School, said, “the labor movement itself—and the workforce—is much more female than it ever was in the past, and so in that way, the AFL-CIO is finally reflecting what is happening in the rest of the world.”

“Unions are the best way to get Equal Pay.” U.S. Secretary of Labor Marty Walsh told a Labor Day celebration at the White House also that the “Labor Movement is the single most powerful force for progress in the United States. Unions built the middle class...We are not going back to how it was before. We will build back better with unions!” Recent Gallop polling shows positive support for unions at a high of 68% with 77% of young people supporting labor unions. “When unions win, everybody wins,” President Joe Biden said. “Since 1979 productivity has grown four times more than pay. Every worker should have a free and fair choice to join a union.”

Unionizing Starbucks -- For years Starbucks workers have complained about the company’s labor practices saying that chronic understaffing has led to a chaotic work environment, erratic hours and difficulty taking sick days. These issues intensified during the pandemic, according to a New York Times report in late August. More than 8,000 corporate-owned locations in the U.S. are not unionized. Starbucks workers in the Buffalo, New York area announced that they were forming a union called Starbucks Workers United. They filed petitions from employees at three stores asking the National Labor Relations Board to hold elections on union representation. “When the pandemic and labor shortages—the fact that for once we’re not totally disposable; they need us—it was the perfect time,” said Ms. Alexis Rizzo, a shift supervisor at a Buffalo Starbucks. **Oreo Cookies Strike Settlement** – While Nabisco Corporation made record profits during the pandemic, they hatched a plan to send 1,000 middle-class union jobs to a new \$500 million Mexican facility to take advantage of lax food safety and environmental regulations. Bakery & Confection Union members went on a weeklong strike over Nabisco’s demands they work 12-hour shifts without overtime pay and accept cuts to their health insurance. The bakers of Oreos, Chips Ahoy and Ritz crackers voted to strike and walked picket lines in Illinois, Colorado, Virginia, Georgia and Oregon. N.P.R. reported on 9/21/21 that union members voted “overwhelmingly” for a new 4-year contract with hourly annual raises, no health care cuts and \$5,000 “ratification bonuses” for each employee.

PA SENATE 2020 ELECTION INVESTIGATION BEGINS:

Republican Senators leading a contested review of Pennsylvania’s 2020 Presidential Election, approved a subpoena for personal information on every registered voter in the state on 9/15/21.

According to a 9/16/21 PA Post report, the subpoena, approved in a party-line committee vote, seeks to the NAME, ADDRESS, DRIVER’S LICENSE and PARTIAL SOCIAL SECURITY NUMBER of every registered voter as of last November. It also seeks communications between election officials, poll worker training materials, and more. Republicans said the voter information will be handed over to a private company, paid with taxpayer money and then used to verify voter identities. Governor Tom Wolf called the investigation a capitulation to former President Donald Trump’s “conspiracy theories.” No specific budget for the inquiry exists nor has a ceiling been set on how much money will be spent.

On 9/17/21 Senate Democratic lawmakers sued in Commonwealth Court, asking for the state's judges to block the Republican subpoenas as unconstitutional. The suit claims the PA Senate Republicans are attempting to unlawfully dispute the 2020 election results. State law will be violated if Republicans share the personal information of nine million Pennsylvania voters and hire a private contractor to conduct the investigation, Democratic lawmakers contend. This falls outside the authority of the General Assembly to regulate the holding of elections through enactment of legislation, the suit states. Republicans say that more subpoenas, including for ballots, could be coming, according to a 9/16/21 Capital Star report. "This is nothing more than an inexcusable attempt to erode public trust in our electoral process," Democrats Senators said in a statement. Critics of the investigation say it will unnecessarily cost taxpayers millions.

Just over 2.5 million Pennsylvanians sent in mailed ballots in the 2020 election, most of them Democrats, out of 6.9 million ballots cast. Prior to the 2019 Election Reform Act's passage, No-Excuse Mail-In ballots did not exist in Pennsylvania. Only those who swore they would be out of town, ill, afflicted with a physical disability, had other duties on Election Day, or had a religious obligation, could receive a mail-in absentee ballot. The 2019 reforms allowed ALL voters to choose mail-in voting for convenience, and, during the pandemic, safety. But according to a 9/1/21 Associated Press report, 14 Republican lawmakers have filed suit challenging the constitutionality of mail-in voting. When the Reform bill passed in 2019, all but three of the 14 Republicans voted in favor of it. Attorney General Josh Shapiro issued a statement that the lawsuit is "not only the height of hypocrisy, but it has real consequences, and damages public trust in elections." Republicans soured on mail-in voting last year after then-President Donald Trump began baselessly attacking it as rife with fraud, and later claiming without evidence, that the election was stolen from him in critical battleground states like Pennsylvania.

18-WHEEL DRIVER SHORTAGE---WELCOME WOMEN TRUCKERS!

Female truck drivers are, in aggregate, more cautious on the road. They get into fewer accidents and those tend to be less serious. There are about 245,000 more women driving currently, the highest number ever. Meera Joshi, a deputy administrator at the Federal Motor Carrier Safety Administration (FMCSA) said, "I've seen research that says women are safer." Both Bloomberg Businessweek and N.P.R. reported extensively on the dire shortage of truck drivers that is impeding an economic recovery from the pandemic. "A record number of women are hitting the road as strong demand has led to skyrocketing openings for drivers to transport goods," reports Stephan Bisaha in a 9/19/21 N.P.R. report. Many men, traditionally held truck driving jobs, but have yet to return since the pandemic. This led to a severe shortage of drivers across the industry.

For women who were disproportionately hit by layoffs during the pandemic, especially in restaurants and service sector jobs, pay in the truck driving industry has risen nearly 5% in the last year to an average of more than \$27.50 per hour, according to Labor Department data. Clarise King-Green of Philadelphia, 50, enrolled in a state-sponsored program that helps aspiring drivers pay for commercial trucking school, where tuition costs as much as \$7,000 for a multi-week course. Now one of hundreds of female drivers in a fleet with thousands of trucks, King-Green says, "I was just trying to find a career where I felt like I can make a lot of money to help take care of my kids. I've never really given too much thought to whether it's a woman's job." Still, while female drivers are better on the road, the road isn't always better for them. Driving requires long, irregular hours, lonely conditions and the risk of severe crashes. The field usually offers few benefits attractive to primary caregivers, such as paid parental leave or flexible hours. Sexual harassment and assault are also concerns.

Nevertheless, shipping fleets are looking to get more women behind the wheel with the trucking industry anticipating shortage of 100,000 drivers by 2023. Recruitment efforts directed at women are becoming increasingly common, Businessweek reported on 8/30/21. Just 6.7% of active drivers in 2019 were women. According to the American Trucking Association, that's barely budged in almost two decades. To change that, nonprofits, government programs and trade groups have funded free certification for female drivers. The \$550 billion infrastructure package includes a provision to study how to recruit more female drivers. Ellen Voie, chief executive officers of Women in Trucking, said part of the challenge is changing women's mental

image of a truck driver. Her non-profit makes Girl Scout patches for troops to learn about careers in the supply chain, and coloring books such as Shelby's Big Rig Day. With two sons, Tiffany Hathorn arranged childcare and is making \$70,000 a year. She orders groceries from her phone while on the road and video chats with the sons when she's gone. When asked by women and men whether trucking is right for them, she tells them the good and the bad, but she always tells them to do it, not the least because of the financial freedom it provides her.

ALL-GIRL ROBOTICS TEAM FLEES AFGHANISTAN:

After their attempts to flee the Taliban drew global attention, the "Afghan Dreamers," ten-member all-girl robotics team, arrived safely in Qatar. The 9/3/21 issue of The Week reported the girls gained international fame when they traveled to compete in Europe and the United States in 2017. Their parent organization, the Digital Citizen Fund, requested help from Qatari officials believing the young women faced an uncertain future under the Taliban. Allyson Reneau, a 60-year-old Oklahoma mother who bonded with the girls after meeting them at a summit in 2019, said, "I got a text from one of the girls that just said, 'We did it'." Reneau said the girls have already received an "abundance of scholarship offers" from top universities."

OCTOBER 2021 SPECIAL U.S. NURSING HOME OVERVIEW (Part Two)

S.782 & H.R.1985 NURSING HOME MODERNIZATION REFORM ACT of 2021:

S.2694 NURSING HOME IMPROVEMENT & ACCOUNTABILITY ACT of 2021:

"They're death pits," former New York lieutenant governor Betsy McCaughey told the New York Times as the pandemic raged through nursing homes across the country in 2020. A founder of the Committee to Reduce Infection Deaths, McCaughey was highly critical of nursing homes "already overwhelmed. They're crowded and they're understaffed. One COVID-positive patient in a nursing home produces carnage." Chairman of the Senate Aging Committee, Bob Casey (D/PA) and Senator Pat Toomey (R/PA) introduced S.782 on 3/16/21 calling for beefing up federal regulations on nursing homes nearly 18 months after COVID-19 killed 184,000 elderly and disabled residents and care workers. On 8/10/21 Oregon Senator Ron Wyden introduced S.2694 turning a bright light on continuing staffing deficiencies and nursing home infection control issues. Years before the pandemic, health and safety violations existed at hundreds of nursing homes, Senator Casey said. "The residents, workers and families who suffered are owed solutions to ensure we prevent such tragedies in the future." These bills provide the transparency and accountability that families deserve, expanding staffing, technical assistance and oversight efforts across the board, he added. Among the new regulations, each facility would be required to have a full-time infection control and prevention specialist. It also requires that a registered nurse be available 24 hours a day at each facility. The federal legislation would prohibit nursing home operators from demanding forced arbitration to settle any disputes over quality of care or negligence before any resident is admitted.

WHY DID SO MANY DIE NEEDLESSLY IN U.S. NURSING HOMES? Even as the Delta variant surges into another year, many researchers digging into conditions and statistics might well ask how many innocent lives were lost due to DEATH BY WALL STREET HEDGE FUND & LOBBYISTS? According to the Gray Panthers, over time private Wall Street equity funds bought almost 80% of nursing homes, turning them into for-profit organizations "operating on Wall Street greed, the Long-Term Care Industrial Complex." It's been estimated that between 1.5 and two million frail elderly reside in nursing homes and long-term care facilities. In that women generally out live men, a majority of the vulnerable are female. The vast majority of care-givers are women. The Guardian reported last spring that many nursing homes are overcrowded and understaffed, lack proper protective gear for workers, and are run by companies intent on "creaming profits off while pleading poverty in order to pay low wages." USA Today reported lax infection control even at the best of times. In the past three years 75 percent of U.S. nursing homes have been cited for "failing to properly monitor and control infections." The past three years under Trump administration control, saw government health inspectors told to dispense with hefty violation fines that had been increased under the Obama administration in 2016. According to a 6/26/20 report in The Week Magazine, Obama administration regulations also required nursing homes to train staff on dealing with the arrival of a novel and contagious virus. .

The industry intensely LOBBIED the newly elected President Trump against the rules, describing them in a letter as “extremely burdensome.” According to a ProPublica analysis, from November 2017, after President Trump took office, to March 2020, violation penalties had been cut by half. Fines for serious violations are not simply punitive. They are the primary means of deterrence to ensure that problems are corrected, not only at the offending nursing home in a specific violation, but across the industry.

It’s just a river of grief, and it could have been prevented,” said Pat McGinnis, executive director of California Advocates for Nursing Home Reform. On April 30, 2020 President Trump vowed to “deploy every tool, resource, and power” to protect elderly Americans. In Mid-May the administration said it wanted all residents and staff tested over the ensuing two weeks. But, by the end of May, more than 3,200 facilities said they still had less than a week’s supply of PPE and sanitizer, and that some PPE they’d received was defective, according to a Vox.com report. Harvard Medical School professor David Grabowski said, “They have not put real dollars behind it.”

Not only did the Trump administration significantly reduce violation fines, but nursing home operators enjoyed an unchallenged right to mandate forced arbitration when residents were injured or even died due to negligence. Nursing home operators saved millions in jury awards by avoiding lawsuits in open court. For-profit operators held a major Manhattan fundraiser in 2019 where they contributed \$3 million to then President Trump’s 2020 re-election campaign, as reported by the New York Times.

In March 2021 N.P.R. reported on two new studies that revealed nursing homes were in a dire situation even before the pandemic. Researchers found extremely high staff turnover and increased deaths linked to private equity buyouts. In For-Profit operations there is a constant imperative to cut costs. A Newsweek analysis found that between 2004 and 2016, more than 20,000 Americans perished as a consequence of living in nursing homes run by Private Equity firms. Researchers from University of Pennsylvania, University of Chicago and New York University evaluated data from 15,000 nursing homes across the U.S. noting that Private Equity firms typically take over existing corporations that borrowed or invest money and then impose cost-cutting measures to maximize revenue – often in preparation for selling off the newly stripped down firms at a profit. In the health care sector private equity buyouts have been associated with lower staffing levels, more frequent citations for health and safety violations, and serious supply shortages.

21% of residents in For-Profit nursing homes are on anti-psychotic drugs, according to a New York Times investigation reported on 9/11/21. To minimize the cost of hiring adequate staff to safely care for patients, the Long Term Care (LTC) industry is using a diagnosis of schizophrenia that permits residents to be drugged into docility, the Times found. This “would be a rare diagnosis in older people with no past bouts of schizophrenia, but facility doctors list it to prescribe certain anti-psychotics – drugs with no evidence of treating dementia, but which may harm patients while also making them very drowsy and easy for staff to handle,” the investigation found. Some of the misused pharmaceuticals include Haldol, Zyprexa, Ambien and Depakote, intended to treat epilepsy and bipolar disorder. Drugs that cause drowsiness, increase risks of falling. Depakote maker Abbott Laboratories falsely pitched the drug to nursing homes in the early 2,000’s. After a 2012 federal whistle-blower trial, Abbott paid \$1.5 billion to resolve allegations that it had improperly marketed drugs, “including to nursing homes.” In 2019 the lobbying group for For-Profit nursing homes, the American Health Care Association, published a new brochure titled: “Nursing Homes: Times Have Changed.” It asserts “nursing homes have replaced restraints and anti-psychotic medications with robust activity programs, religious services, social workers and resident councils so that residents can be mentally, physically and socially engaged.” The Times investigation found that nursing home operators began lobbying Congress in 2020 to broaden the list of conditions under which anti-psychotics don’t need to be publicly disclosed. This lobbying was financed by drug companies.

In 2019 Senators Elizabeth Warren and Sherrod Brown investigated the roll of private equity in the declining quality of nursing home care. As Senate Banking Committee members, they sent letters to private equity firms, including the Carlyle Group, Formation Capital, Fillmore Capital Partners, and Warburg Pincus that currently invest or have recently invested in companies providing nursing home care. 1.5 million Residents currently receive care in over 15,000 U.S. facilities. According to “Violation Tracker,” many For-Profits and

subsidiaries have been accused of violating the False Claims Act by submitting inaccurate or improper bills to Medicare and Medicaid. Kindred Healthcare had to pay out more than \$350 million in fines and settlements for improper billing and another \$40 million for wage and hour fines. Kindred paid more than \$4 million for deficiencies in its operations including more than \$3 million to settle a Kentucky case of “untreated or delayed treatment of infections leading to sepsis.”

Golden Living Centers, owned by the private equity firm Fillmore Capital Partners, accounts for more than \$200 million in fines. In 2000 they paid \$170 million to settle allegations that they defrauded Medicare by fabricating records making it appear that staff members were devoting much more time to residents than they actually were. In 2018 the Pennsylvania Supreme Court ruled in favor of Attorney General Josh Shapiro’s lawsuit that the Golden Living nursing home chain engaged in deceptive conduct to lure seniors to live in its facilities, and then provided substandard care. AG Shapiro’s lawsuit under the Pennsylvania Unfair Trade Practices and Consumer Protection Law, alleged that that Golden Living created false billing statements for care that was not actually provided to seniors, and in cases where the senior received Medicaid or Medicare, the false bills were paid by the Commonwealth with public funds. The suit, originally filed in 2015, was filed when Golden Living owned 25 Pennsylvania nursing facilities.

More fines for violating the False Claims Act were paid by Life Care Centers of America, paying \$147 million after being accused of improperly billing Medicare for rehabilitation services. A valid question to ask about these numerous False Claims Act violations might be: Are too many For-Profits using Medicare and Medicaid as an ATM at taxpayer expense? Bloomberg Businessweek’s 11/9/20 investigative report on for-profit nursing home failures noted, “Amid the political scrum, nursing homes have largely evaded responsibility. In fact, at least 26 states have granted nursing homes some level of immunity from Covid-related lawsuits. But there are strong indications that nursing homes aren’t just blameless victims and that the industry has, by lobbying against stricter federal rules and cutting staff sizes, likely helped accelerate outbreaks.” In 2019, at the urging of industry groups, the Trump White House proposed easing rules enacted by President Obama that would have required each facility to hire a dedicated infection prevention expert. Trump’s proposal received praise from the American Health Care Association, the main industry trade group that argued for it.

HOW TROUBLING ARE PENNSYLVANIA NURSING HOME CONDITIONS?

Nationally, Pennsylvania has the 4th highest number of nursing home deaths due to COVID-19.

The Nursing Home Modernization Reform Act of 2021, sponsored by Senator Bob Casey and Senator Pat Toomey focuses on the poorest performing nursing homes. PA State Health Department statistics show COVID-19 has sickened more than 68,000 nursing home residents and more than 13,000 employees—a combined 12,821 of whom have died, according to an editorial in the Scranton Times-Tribune. The Wolf administration announced in late July 2021 its intentions to update the decades-old Commonwealth nursing home regulations. The State must raise low quality-care requirements experts have called dangerous, according to a PA Spotlight report. Pennsylvania has only required nursing homes to provide residents with 2.7 hours of direct care each day, despite federal recommendations that, at a minimum, facilities should provide 4.1 hours per day. In 2020 a PA Spotlight investigation found just one-quarter of the state’s more than 670 licensed facilities met that higher benchmark and that the lower standards were exacerbated by the pandemic which has killed at least 13,374 people inside PA nursing and personal care homes.

The new regulations are opposed by groups like the Pennsylvania Health Care Association (PAHCA) which represents more than 400 long-term care facilities, calling the new regulations, “out of touch.” Meeting the new standard would require nursing homes to “hire an additional 7,000 direct-care workers—who at this moment, do not exist,” the PAHCA maintained. It is hoped that the new framework can be financed by the end of 2022. Additional proposals will include revisions for OWNERSHIP, staff development, infection control and prevention measures as well as updates to enforcement mechanisms. Alison Beam, Acting PA Health Secretary said, “Our team has a dedication to this that existed prior to COVID-19, and frankly, I think was re-energized by what we experienced going through COVID-19.” Pennsylvania nursing home workers rallied at the Harrisburg Capitol steps in March 2021 to increase nursing home staffing, according to an 8/20/21 Capital Star report.

NURSING HOMES MAY FACE STEEPER FINES:

On 7/28/21 the New York Times reported that the Biden administration has quietly undone a Trump policy that severely restricted penalties imposed on facilities that failed safety standards. The Trump policy had limited fines levied on facilities that endanger or injure residents. Deaths at nursing homes account for nearly a third of the U.S. pandemic's overall death toll. Inadequate staffing, protective equipment shortages and poor infection control remain concerns at the nation's 14,000 skilled nursing facilities. The policy favoring lower penalties adopted in 2017 by the Trump administration, directed regulators at the Centers for Medicare and Medicaid Services (CMMS) to shift from fining a nursing home for each DAY it was out of compliance with federal standards. The relaxed Trump policy reduced money penalties to a single fine, effectively lowering amounts from hundreds of thousands of dollars to a maximum of \$22,000. The shift was sought by the nursing home industry, a powerful lobby. Many of the nursing homes cited for poor infection controls, failing to protect residents from avoidable accidents, neglect, mistreatment and bedsores, are repeat offenders. Larger fines are a deterrent and are more likely to signal strong enforcement of the rules.

With little fanfare the Biden administration revoked the earlier guidance on the CMMS website in early July, saying it had "determined that the agency should retain the discretion at this time to impose per day penalties where appropriate to address specific situations of prior non-compliance." Under the new policy regulators can impose either per-day or per instance penalties. However, Governors in more than 20 states have already issued orders shielding nursing facilities and their workers from legal liability during the pandemic. Senate Republican Leader Mitch McConnell vowed to include such immunity in any additional rounds of pandemic relief legislation as a means of reducing opportunistic "nuisance lawsuits." Some fear the industry is trying to evade liability for problems that existed pre-pandemic.

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
 Vacant Secretary
 Leona Phillips Interim Treasurer

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

By: Daneene Monroe Rusnak
 President, NFBPWC Virtual Chapter

Our October program will be "Turning Impossible into I'm Possible" with guest speaker Amy Salapski. Amy has over 25 years of experience in coaching, learning, and organizational development.

Registration will open soon on the [NFBPWC Events page](#).

P.S. ***Virtual Chapter members***, please take a moment to confirm your contact information by visiting this page-
 → <https://bit.ly/VirtualChapterEmail2021>.
 Thank you!



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

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

Submission Deadline for the November eNewsletter is Sunday, October 24th at 5:00 pm Mountain Time

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

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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



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

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

Our NFBPWC Heritage



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

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

Our ambition

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

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

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

Affiliate Benefits

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

Individual Benefits

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

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