



**UNITING &
ADVOCATING**
for Women

**NFBPWC
Magazine**

SEPTEMBER 2021 ISSUE

PROMOTE & SUPPORT

**HUMAN
RIGHTS**

**RECOGNITION THAT WOMEN'S RIGHTS
ARE HUMAN RIGHTS**

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**Submission Deadline for the October Newsletter is
Thursday, September 23rd at 5:00 pm Mountain Time**

National BPW Events

Fridays, September 3, 10, 17 and 24, 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>

Wednesday, September 15, 2021

“Imposter Syndrome: Is it Me? / Is it Them?” Guest

Speaker Monica Monroe

NFBPWC Virtual Chapter hosting

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

Central | 7:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4371113>

Regional BPW Events

Thursday, September 16, 2021

“Goal Setting is a Powerful Motivator,”

NFBPWC North Carolina hosting

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

Central | 8:00 PM Eastern

Register: <https://www.nfbpwc.org/event-4460533>

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President

Kathy Kelly, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Barbara Bozeman, Secretary

Deborah Fischer, Treasurer

Ashley Maria, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, Virtual

Bylaw and Resolutions, Katherine Winans, California

Environment and Sustainable Development, Hyon Rah, Virtual

Finance, Gloria Flores, El Paso West

Health, Keri Hess, California

International Liaison, Sandy Thompson, California

Lifelong, Leadership & Learning, Kathy Telban, Virtual

Membership, Kathy Kelly, Colorado

Mentoring, Dr. Trish Knight, Virtual

Military Affiliated Women, Barbara Bozeman, North Carolina

Public Relations, Suzette Cotto, NFBPWC Virtual

Small Business, Manjul Batra, California

United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org

bylaws@nfbpwc.org

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finance@nfbpwc.org

health@nfbpwc.org

international@nfbpwc.org

L3chair@nfbpwc.org

vpmembership@nfbpwc.org

mentoring@nfbpwc.org

militarywomen@nfbpwc.org

PRchair@nfbpwc.org

smallbusiness@nfbpwc.org

UNchair@nfbpwc.org

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina

Diversity, Equity and Inclusion Chair, Sher Singh, California

Fundraising/Grants - POSITION OPEN

Marketing - National Team

Membership Outreach, Jean MacDonald, Chatham County

Newsletter, Michele Guarino, NFBPWC Virtual

Nominations, Michelle Husby, California

Rapid Response - POSITION OPEN

Social Media, Sue Oser, MI

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org

dei@nfbpwc.org

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marketing@nfbpwc.org

outreach@nfbpwc.org

newsletter@nfbpwc.org

nominations@nfbpwc.org

rapidresponse@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

President's Message



By: Megan Shellman-Rickard

President's Letter

One Year Later...

Let me begin by thanking the membership and leaders of this organization for the continued support and commitment to this incredibly resilient organization. We are growing a strong community! We have conquered mountainous challenges that were unimaginable to many of us prior to 2020. We have done so with grace, kindness, and by empowering one another. Congratulations to all of you for making this organization a place where women can grow their dreams into reality!

As a candidate for president last summer, I offered you my dreams for the NFBPWC and asked that you take a chance on this vision for our organization. It is my honor to serve each member in an effort to accomplish the goals outlined for my term. It is inspiring to work together to **Unite and Advocate for Working Women** to:

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

Together, one year later, we continue to endure the ravages of COVID, the uncertainties of climate change, the consequences of war, and the innumerable tragedies across the globe. How can we continue to be the light that illuminates the path for others in this sea of adversity, so that we can all find our way? It can seem insurmountable for the strongest of us, and yet, we are united in our efforts to advocate for working women.

In the past year we have grown our membership across generations by employing two initiatives. The National organization, and a few affiliates, started formal internship programs. Leaders are empowering university students to discover paths to success by connecting them to projects and networks. In addition, the NFBPWC has started a Student Momentum Club, led by Young BPW Ashley Maria. This opportunity offers membership for students with the goal of helping individuals navigate the working world into today's uncertainty.

We are cultivating leaders from all walks of life and every phase of their careers by initiating the ask as leaders. Our committees are led by incredible women: starting out in their career paths, in the middle of pivoting to their "second act" career move, and those transitioning past career towards inspired passion. As our Board of Directors engages in conversations with members from across the country, we have worked to encourage members to use their incredible skills to help our organization move forward in new and innovative ways. We have all but 2 positions left to fill for the last year of the term, Fundraising/Grants and Rapid Response. Let's combine forces to find passionate individuals to move both committees forward!

I am humbled to see how incredibly our affiliates across the nation have been creating a more vibrant space for virtual interactions! We have received accolades from members around the globe congratulating us on our virtual events. Most notably, our CSW 65 event that featured Pioneers in Skirts, was a resounding success. We are truly innovative and dynamic women who realized that the pandemic offered an opportunity to connect across borders in a way we hadn't considered prior to 2020. We jumped at the chance and created some incredible programs.

Our Executive Committee and Board of Directors has been working hard to connect us with like-minded organizations as we share our mission through alignment and collaboration. This fall we will be working with the International Women's Peace Group and OneShared.World. Over the past year we collaborated with Vote Equality, A Long Shadow, OneShared.World, The Diversity Crew, Women's Empowerment Principles, Careington International Corporation, UN Women, Generation Ratify, Women in Industry, and the Female Quotient (to name a few). By aligning with these organizations, we bring our name to the table and increase our relevancy.

It is imperative that we continue to nurture every area of our organization to enhance our relevancy in the business and professional world. At the National level we will continue to support and encourage our leaders and members. We all joined this organization for our own unique reasons. Let us be an inspiration to each other, reaching your hand back to help the next member move her 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. In this time of uncertainty, I send personal wishes of celebration, health, and progress around the globe.

Kind Regards,

Megan Shellman-Rickard
NBPWC President
2020-2022

BPW International President's Message



BPW International

Written Statement to the UN Human Rights Council and its Special Session on Afghanistan (August 24)

Call for Immediate action to protect human rights and dignity in Afghanistan with special focus on women and girls.

[Written Statement as PDF](#)

Joint written statement submitted by Women's Federation for World Peace International, Biovision Stiftung für ökologische Entwicklung, International Alliance of Women, **International Federation of Business and Professional Women**, Soroptimist International, Universal Peace Federation, Zonta International, non-governmental organizations in general consultative status, Graduate Women International (GWI), Mothers Legacy Project, National Alliance of Women's Organizations, UFER- Unis pour l'Équité et la Fin du Racisme/UFER - United for Equity and Ending Racism, Widows Rights International, non-governmental organizations in special consultative status.

1st Vice President Membership News



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

I am very honored to serve as the VP of Membership for the remainder of the term. The Membership Committee will be meeting on the last Tuesday of the month at 5:30 PM MDT. We encourage all federations and clubs to send a representative to the meetings to take full advantage of the tools available to recruit and retain members.

Our first project is creating a consistent approach to welcome and inform new members. We call this a “drip onboarding campaign” where we give a little information at a time, so we don’t overwhelm them. We will be working on a series of five short videos to introduce new members to our NFBPWC history, leadership and advocacy issues. We will also have a video that helps new members navigate our NFBPWC website and set up a member profile, register for upcoming events and access important information.

Please contact me if you’d like to join the Membership Committee or if I can help you in the meantime with your new or renewing members. vpmembership@nfbpwc.org

Intern Blog Series by Bryn Norrie

By Bryn Norrie

The summer is coming to an end and sadly, so is my internship with NFBPWC. I’ve learned a lot, grown as a person, and feel as though I am moving forward more prepared for life than before starting my internship earlier this summer. I hadn’t heard of BPW before this internship and absolutely loved learning about the different ways BPW women have been involved in the fight for women’s rights since the beginning. BPW is an amazing organization that I was honored to be an intern for.

As I reflect on my time with BPW I wanted to share some of things I’ve learned this summer. Starting with what it truly means to be an advocate for women’s rights. Before interning with BPW I had a basic understanding of what it meant to be an advocate. I had never dug deep into what went into advocacy work. I had signed petitions, gone to protests, and occasionally emailed a government official. But the opportunity I got as a BPW intern to be the one behind the scenes pushing our advocacy platform was amazing. I learned how to write effective emails to officials, garner support for the issue I was writing, and how to use social media to boost my message. I know that moving forward the advocacy techniques I learned will make me a better advocate for women and allow me to use my voice effectively to support BPW’s mission.

That last point brings me to the next thing I learned. As a college student I thought I knew how to use social media - it’s the main way I stay connected with friends. Suzette Cotto quickly proved me wrong. I knew nothing about branding, using hashtags to push our message, or how to stay on message. Using social media for advocacy and non-profit is very different from using it to send funny videos to my friends. Even through the learning curve I had to navigate I enjoyed posting on social media. I felt like I was really taking the time to develop my voice



and use it to promote the work that BPW does. Suzette and her team were also very patient with me and worked through any issues I had with me so that I never felt like I was doing it alone. I will always be thankful for that.

Learning about the work that a non-profit like NFBPWC does was inspiring. I found comfort in the knowledge that my fellow BPW members were always looking out for my future - even before I was born. That's the amazing thing about BPW - the organization has been fighting for women's rights for so long and has no plans to stop anytime soon. Whether women know it or not, there will always be a dedicated group of ladies fighting for our rights through the work of BPW. Learning how to help support our mission on a national level with the Executive Committee taught me how to be the best possible advocate I can for women. I also learned that for me to be the best possible advocate I need to have a team of women like those I've met in BPW to be standing next to me. I'm so excited to see what my continued membership in BPW brings, I know it will be exciting and fulfilling work.

As this summer and my internship with BPW ends I want to express my appreciation and gratitude for BPW. I have met amazing women who are so supportive and kind. I feel lucky to be able to have such strong women in my life who I know I can count on. As I'm sure many of you remember, college can be a confusing time while trying to figure out your future. It is comforting to know I am not navigating it alone. I hope that I can give the same support I've received to others in BPW. While I'm sad that my internship is coming to an end, I'm excited to continue being a member of and volunteer for BPW. If you ever find yourself in Boulder, CO in the next two years please reach out! I'd love to say hi.

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!

A Celebration of Life



Toni Torres

A few days after celebrating her 101st birthday with her daughters and other relatives, our BPW LaGrange-Chicago member Toni Torres passed away on August 4.



For me, Toni was and always will be the heart of BPW, and certainly of our local LaGrange-Chicago club. She was president of Chicago BPW when I joined many, many years ago. When she retired, she and her husband moved to Orlando, but she stayed a member of Chicago BPW. When Chicago BPW merged with LaGrange BPW, Toni stayed a member of LaGrange-Chicago BPW. Through all the changes Toni traveled every year to the BPW/C

Illinois annual State Convention. She only missed two State Conventions -- one because her husband was ill; the other one due to an injury when her doctor strongly advised her against traveling. Toni was also an Internationalist, and supported BPW International, and thus NFBPWC, attending many BPW National and International Conventions.

Toni's daughters -- Lupe, Julia, and Margie -- also attended many of our functions through the years. Lupe and Julia often represented their mother at our local functions. In the last years, for Julia, the State Convention became an annual mother-daughter event which both looked forward to with great pleasure.

Toni Torres' profession was Export Documentation/Service. In addition, she and her husband managed a Taco restaurant franchise. Toni also volunteered as interpreter in the community, offering her services well into her retirement at any hour of the day or night at the hospital, police station, or other location.

We feel blessed with the time Toni spent with us, and may we always feel her spiritual presence.

Submission by Kathleen Ray, President of BPW LaGrange-Chicago

2nd Vice President Advocacy Report



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

Sometimes, to move forward, you must first step back. That is, in a sense, what I will be doing for this month's submission. There is no question that, from an Advocacy perspective, there

are an abundance of pertinent, even urgent matters to address. I am of the belief, however, that ensuring just access to voting rights and eliminating voter suppression and other forms of disenfranchisement, is paramount. To me, it is quite simple; each and every pertinent item that comprises our robust advocacy platform is impacted by legislation that is conceived, crafted, passed or rejected by people who are elected by voters.

In an effort to reset the table for a deeper dive into the current threats to comprehensive voting rights, I am re-sharing a portion of the article I wrote for our December 2020 issue. I ask that you consider that, at that time, the voting integrity of the state of Georgia was the focus. Since then, approximately 17 states have followed in its footsteps, filing over 25 bills with the intent to restrict or suppress access to voting. Many (if not all) of which are rife with racial discrimination.



Moving forward, I would like to take a closer look at two potential "cures" for the desecration of voting

rights, The John Lewis Voting Rights Bill and the For the People Act.

In the meantime, I do hope you enjoy the information and resources from the December 2020 issue again....or for the first time :)

...and once again, please be sure to read the supplemental submissions from Nancy Werner and Susan Oser!

All the Best!

~Daneene

[Excerpt from December 2020 issue Advocacy submission]

In 2013, The U.S. Supreme Court ruling in the *Shelby County v Holder* decision, gutted the federal Voting Rights Act of the "preclearance" requirement. This statute required states with a history of racist disenfranchisement to obtain authorization from the federal government before implementing changes to voting laws or rules. The state of Georgia was quick to take advantage of this crack in the armor of voter protections.

(Side note: *Shelby County vs Holder* is the case where RBG famously dissented by writing that: "[t]hrowing out preclearance when it has worked and is continuing to work to stop discriminatory changes is like throwing away your umbrella in a rainstorm because you are not getting wet."

Keep in mind, Georgia was well versed at voter suppression, long before the 2013 decision. In fact, former Secretary of State, now Governor, Brian Kemp proved to be particularly well versed in bringing forth actions that contributed to what some are calling Jim Crow 2.0.

For some insight into that, view this excerpt from a 2018 article by [VANN R. NEWKIRK II](#), Senior Editor at *The Atlantic*. (Bolded text is my own for emphasis)

Since 2010, [Kemp's] office reports that it has purged upwards of 1.4 million voters from the rolls, including more than 660,000 Georgians in 2017 and almost 90,000 this year. Many of those voters found their registration canceled because they had not voted in the previous election. Additionally, under an "exact match" law passed by the state legislature that requires handwritten voter registrations to be identical to personal documents, 53,000 people had their registrations moved to "pending" status because of typos or other errors before a district court enjoined the policy. More than 80 percent of those registrations belonged to black voters.

Most of these maneuvers have rather small effects in a vacuum, and it's difficult to track the effects of any one policy on the outcomes of elections. For example, Georgia's early-voting period featured a record-shattering 2 million votes cast, a number that dwarfs the thousands of people who could have faced disenfranchisement under the [exact-match law](#). But much of the research on election law and voter turnout shows that it's the combination of major policies and minor barriers—like polling-place changes, long lines at the polls, and small bureaucratic hurdles—that have real and measurable impacts on turnout.

Dig a little deeper with these resources...

Slay the Dragon: Voter Suppression and American Democracy

Documentary available for viewing on YouTube (~1hr 45min)

<https://youtu.be/4StVELQKBWc>

Suppressed 2020: The Fight To Vote; (~40min)

Featuring Stacey Abrams

<https://youtu.be/9rynnRBQwrU>

Eyes on the Prize Study Guide and Stream:

Produced by Blackside, Inc. and nationally broadcast on PBS, this comprehensive 14-part television documentary series about the American Civil Rights Movement utilizes rare historical film and interviews with participants from pivotal moments in the struggle for civil rights.

<https://www.facinghistory.org/books-borrowing/eyes-prize-study-guide>

Set up a free account on Facing History and Ourselves to view this resource was part of their [Election 2020 collection](#), designed to help educators teach about voting rights, media literacy, and civic participation, in remote and in-person settings.

What Our Students Should Know About the Struggle for the Ballot – but Won't Learn from Their Textbooks

Information from The Zinn Education Project:
Teaching People's History

<https://www.zinnproject.org/if-we-knew-our-history/struggle-for-voting-rights/>

OUR ADVOCACY TEAM

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

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

Will be working with UN Chair 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

E.R.A. Continues

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.

On Wednesday, August 18, 2021, the BPW New York City hosted a Zoom planned by Francesca Burack, their member. Their featured speaker was Linda Coberly, Esq., from the Winston & Strawn LLP of Chicago, Illinois. Ms. Coberly has been our leading lawyer in leading the direction of the Equal Rights Amendment for the past few years. Let me provide you a summary of her 45-minute presentation to the large group of listeners.

Her presentation took us to 1923 when Alice Paul and Crystal Eastman wrote the E.R.A. statement that starts this report.

She then shared that Article V of the Constitution has precise language that governs us. It was composed that changes could take place. We have 27 Amendments already in place that are proof that there is a process to follow to make these changes. There are two ways for any change to take place – Constitutional Convention can be called, or Congress may send out the proposed amendment for votes of the state legislatures.

March 22, 1972, the E.R.A. was passed in Congress and sent out to the state Legislatures. It had a 7-year time limit placed on it. It was at this time that a back lash was felt toward the women in the workforce. We saw demonstrations and a division of women concerning the E.R.A. The ratification across the United States was not going smoothly. More time was needed.

Now here is a very interesting story that she interjected regarding “time limits.” Congressional Pay was the subject, and it was proposed by James Madison. So, we are going back in history of our country. It took a student studying Congressional Law to see that it was never passed. Our 27th Amendment was finally adopted in 1992. Our question is based on the same – time limits. Why can’t we do the same now?

We saw Nevada begin the process with Senator Pat Spearman and the E.R.A. was ratified. Then we traveled to Illinois where Senator Heather Stearns and Rep. Lou Lang pushed the E.R.A. forward with their ratification. The biggest push was in Virginia where the women for the E.R.A. turned the Virginia Legislature and the Governor and Lieutenant Governor from Republican to Democrat. VA ratified. Now we had our needed number of states-38.

But the question comes to the “time limit” of ratification. If we study prior amendments, there were no time limits set. Our Women’s Suffrage was not given a time limit. This is the problem that needs to be determined as we approach the Congressional Senate – the time limitation restriction. We know that we are waiting patiently for the E.R.A. to be introduced. Senator Ben Cardin-D MD and Lisa Murkowski- R AL are the cosponsors. There are a few other Senators as they are practicing – “Noah’s Ark.” This process is only allowing another Republican to join until another Democrat comes on board. It is a given that we have all Senate Democrats ready to join the passage of the E.R.A. but our needed Republican Senators does not have a line of sponsors.

She also shared that there were states that ratified and then decided to rescind their ratification. NE, TN, ID, KY, SD, and ND. The courts found that they were not allowed to rescind their passage of the E.R.A.

Ms. Coberly also shared the case of VA, ILL, and NV vs. Ferriero was dismissed on March 5, 2021. An appeal is pending. She also shared the Equal Means Equal vs. Ferriero was also dismissed in the First Circuit Court in Boston. They too are looking for a way to continue on in the courts.

But what can we do as an organization? She will most likely be asking for more amicus briefs from the many organizations and groups of women across the country. She would love another from our NFBPWC and State/Affiliates to provide her with a summary of our existence and what we have done and still do for women in the work force.

For those of us with a Republican Senator, please contact them and encourage them to sign onto the E.R.A. Bill. It is S.J. Res 1 for Equal Rights. We need their support.

Our NFBPWC has a long history of supporting the E.R.A. going back to 1937. (Recorded at the Alice Paul Institute in NJ.) Our financial donations during the 70's and forward, totaled over \$250,000. (Recorded in the BPW/USA journals.)

How can we educate the young women about the E.R.A.? Ms. Coberly shared the following groups: ERA Coalition, Generation Ratify; ERA Project, Equal Means Equal; and Vote Equality. Encourage the young women to learn about them. Visit the Alice Paul Institute to learn of the weekly progress and receive their weekly newsletter. We are far from complete with the E.R.A. We still have a way to go!

Advocacy Team LGBTQ+ Report

By: Susan Oser, NFBPWC Advocacy Team LGBTQ+ 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/or time to causes that support and help fight the challenges the LGBTQIA+ community faces. 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

Bisexual Flag

Bisexuality has historically been defined as the attraction to both men and women. A more current definition is: an attraction to more than one gender, but not all genders. It is also described as an attraction to your gender and at least with one other gender.



According to the <https://www.pride.com/> website, the bisexuality flag was created by activist Michael Page. He wanted to create a symbol for bisexual people to feel connected to. Each of the colors symbolize attraction:

Pink (or magenta): Same-sex attraction

(Royal) blue: Opposite-sex attraction

Purple (lavender): Attraction to both sexes.

For more information:

<https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

<https://www.seventeen.com/love/a20084651/pansexual-vs-bisexual-definition-difference/>

<https://www.pride.com/bisexual/2015/5/15/6-facts-you-never-knew-about-bisexual-flag-yes-there-one>

Companies who have supported Pride Month and the LGBTQIA+ community at large.

The following are companies that have given support to the LGBTQIA2 and have gone beyond pride month in becoming more inclusive:

J. Crew	Carolina Herrera	Sperry	Apple
Orea	Snooze	Bobo's	Reef
Ulta Beauty	Sock Problems	welly	berkshire
Sweet Earth	Best of Se7en	Earl's	Eli Nelly
Champion Sports Wear	Hidey Socks	Kirrin Finch	Oak and Luna
Teddy the Dog	Zitsticka		

Source: <https://pflag.org/blog/celebrating-pflag-national%E2%80%99s-2021-pride-partners?eType=EmailBlastContent&eId=5df93b80-08c1-4317-b8b2-0c1bddc00e5e>

From the Desk of the Secretary

By: Barbara Bozeman
Secretary, NFBPWC 2020-2022

Gratitude CAN Change Everything!



There are many examples of frustrations and angst and upset in our daily lives. Sometimes finding that tiny glimmer of something positive is hard to do - but it makes the challenges easier. One recent "challenge" was the demise of my refrigerator. Frustrating? Absolutely! But I took the route of gratitude because it happened two days **BEFORE** I left on a 2-week trip...AND NOT TWO DAYS AFTER I LEFT!



This month, in my column, I wanted to share with you some ways to find/express gratitude:

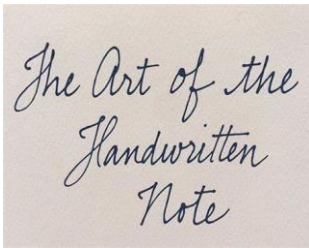
I listen with my Whole Body



1) **Show Gratitude to Someone Who Challenges You** by fully listening to them without trying to formulate your rebuttal for what they are saying. Thank them for introducing you to a different view. (from "tinybuddah")



2) **Act Without Reward** That may mean something as simple as paying for the person in line behind you at the drive-thru or buying the tickets for someone in line at the movies.



3) **Show thoughtfulness** Send or deliver a handwritten note that express appreciation, “thinking of you”, or even to recognize an achievement or milestone. We often chose more expedient methods of communication, but the time taken shows an extra measure of consideration.

Recognize that even the word “misfortune” can’t exist without “fortune” in it.

Gratefully yours!

Barbara Bozeman

Secretary





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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:

- 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

Attention all Young BPW & Student Members!

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

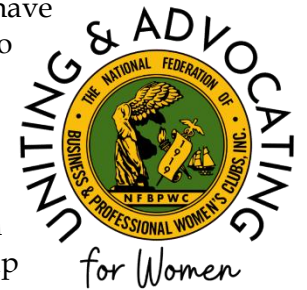
What is Young BPW?

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

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

ANNOUNCEMENT: We now have a special sub-chapter for Students called the Student Momentum

Club! Most state-wide clubs have entered into this new initiative to bring in more students at a more affordable rate (\$30) and to also provide students more hands-on support as they pursue their education. Have a student in mind? Sign them up here:



YOUNG BPW

<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>

Environment and Sustainable Development Committee



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

When I tell people about my work in sustainability and climate resilience planning in the built environment, I am often asked this question: "Where would you go to stay safe from

the impacts of climate change?" While there is no certain safe place from the disruptions of climate change—hence the importance of and responsibility for prevention and mitigation—some regions are expected to feel the impacts less than others. One of the first places I would have mentioned is my hometown

of Seattle. Although there are other risks there—including the "[Big One](#)," a magnitude 9 earthquake that's said to be coming any time—the Pacific Northwest was expected to fare better than other regions.

This, of course, was before the crazy heatwave in late June of this year. Instead of the relatively cool weather that's characteristic of June in Seattle (locally known as "June gloom"), the temperature reached three digits and stayed there for three days, peaking at a record-breaking 108 degrees on June 28th. In the evenings, temperatures only cooled into the 70s. To put into context how unusual this is, there were only three days above 100 degrees in Seattle in the last century before the heat wave in June. Seattle's average daytime high in June is in the upper 60s to lower 70s, and it drops to

the mid to low 50s in the evenings. Typically, the mild temperatures and low humidity levels in the summer in Seattle meant natural ventilation was enough to cool most buildings. During the heat wave, however, most people were left to power through the 100+ degree heat without air conditioning. The heat wave was linked to [hundreds of deaths](#) across the Pacific Northwest.

My family and friends in the area told me it would pass and things would return to normal soon. Sadly, less than two months of normalcy was all they were afforded. The temperature gauge hit the upper 90s again in mid-August, about 20 degrees higher than the monthly average. The word “abnormal” was starting to seem inappropriate to describe the extreme heat in Seattle. I started to hear friends and family who never had air conditioning say they were considering installing it in their homes. I completely understand where they are coming from, having experienced a rather swift shift in attitude towards air conditioning myself after my first summer on the east coast. That said, I also find this development worrisome.

You might remember the state-wide power outage in Texas back in February. It was caused by surging demand for mechanical heating to cope with the unusual cold spell. In a similar way, [thousands of residents in the Seattle area experienced outages](#) due to the increased electricity demand for cooling during the heat wave. The outages in Seattle were nowhere near as large as those in Texas, possibly because most

homes in the Seattle area are not equipped with mechanical cooling units to turn on and overwhelm the supply of electricity. After all, Seattle is the least air-conditioned city in the country. According to 2019 figures, only 44.3% of homes had air conditioning compared to the national average of 89%. Things have been quickly changing, however. In 2013, less than one-third (31%) of homes in Seattle had air conditioning; that’s an increase of over 13% in just six years (*Figure 1*). I expect the increase in air conditioning to continue, and, with that, the demand for electricity and the risk of larger-scale outages during the times when people need cooling the most.

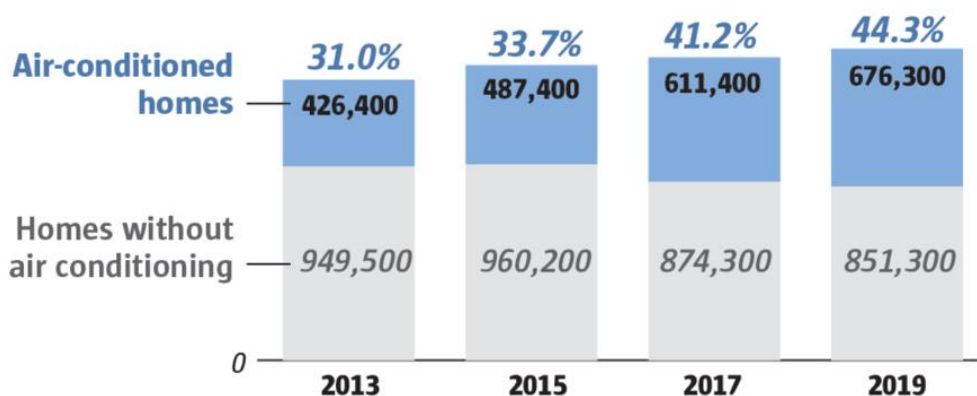
Even if the additional power supply is made available, I remain worried because of how the additional energy might be produced. Will there be enough renewable energy sources to meet the increased demand for air conditioning? One of the major sources for Washington State’s renewable energy production, hydroelectric power, has been in decline, and it has been challenging enough to try to close that gap with other renewable energy sources such as solar and wind.

The past five years have been the hottest on record since 1850, according to the new IPCC report on climate change which came out in August, 2021. The IPCC, or Intergovernmental Panel on Climate Change, is a United Nations body charged with providing objective science-based information related to climate change. The report noted there was a 1.96°F (1.09°C)

increase in the earth’s surface temperature observed over the last decade and presented concrete evidence that human factors have warmed the climate (*Figure 2* – next page).

Air conditioning surges in Seattle area

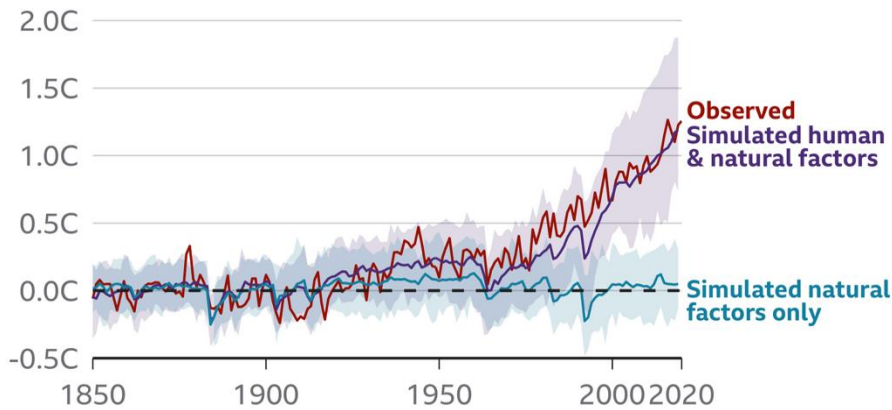
In 2013, only 31% of Seattle homes had air conditioning – either central air or a window unit. That number jumped to 44% by 2019, an increase of about 250,000 air-conditioned homes.



Source: U.S. Census Bureau

Reporting by GENE BALK, Graphic by MARK NOWLIN / THE SEATTLE TIMES

FIGURE 1: AIR-CONDITIONED HOMES IN SEATTLE (2013-2019)



Note: Shaded areas show possible range for simulated scenarios

Source: IPCC, 2021: Summary for Policymakers

BBC

FIGURE 3: CHANGE IN AVERAGE GLOBAL TEMPERATURE RELATIVE TO 1850-1900, SHOWING OBSERVED AND SIMULATED

I mention the human influence on the climate not to point fingers but to highlight the fact there are clearly things we as a society can do to mitigate problems we had a hand in creating. In the case of dealing with more frequent heat waves in Seattle, for example, doing our part could entail ensuring air conditioning units are as energy efficient as possible and that the additional energy needed is generated using renewable sources. In a future issue, I plan to dive deeper into the IPCC report and what we can do.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

It's September and time to order bulbs to feed our pollinators in early spring. After winter, native bees need protein-rich nectar and pollen supplied by those first blooms of spring perennials. Some of the best bulbs to choose that are deer-resistant are: Allium, Anemone blanda, Camassia, Chionodoxa, Corydalis solida, Crocus, Eremurus, Fritillaria meleagris, Hyacinthoides, Hyacinthus, Ipheion uniflorum, Muscari, Ornithogalum, & Scilla. Plant the bulbs outdoors in the ground, not in window boxes or containers, before the first deep freeze and after ground temperature has dropped to 55 degrees, and night temperatures to 40 degrees.



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

Mentoring Committee Report

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

NOTICE:

The next session for Mentoring Program applications will 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

Small Business Committee Report

By: Manjul Batra, NFBPWC Committee Chair
SmallBusiness@NFBPWC.org

National Small Business Week Virtual Summit

September 13 – 15, 2021

Celebrating resilience and renewal



Join the SBA September 13 – September 15, 2021, for the [National Small Business Week Virtual Summit](#) to learn new business strategies, meet other business owners, and chat with industry experts. This free online event will include educational webinars, updates on resources for small businesses and a networking chat room for business owners and aspiring entrepreneurs. [Register](#)

United Nations Report

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

1. Update on CSW66

CSW66 will be held on March 14-25, 2022, at the UN: Opening and Side Events, Outcome

Document Negotiations

CSW66 (the NGO side) will be from March 13-25 (Consultation Day and Parallel Events)

[The plan is for it to be a hybrid event.]

Priority

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.

Theme:



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

2. UN Women Executive Director Phumzile Mlambo Ngcuka completed her 8-year term on August 18 with a Zoom celebration filled with tributes praising her work. ED Phumzile stressed the importance of education for girls and jobs and money for businesses for women. She said rebuilding after COVID-19 must be about women. When Phumzile returns to South Africa, she will train teachers to be more digitally literate. Hope was expressed that she will return to the UN for CSW66 in the South African Delegation. **Under Secretary-General Pramila Patten** was appointed as officer-in-charge of UN Women by Secretary Antonio Guterres during the transition period to the incumbency of the next Executive Director. Patten is the UN Special Representative on Sexual Violence in Conflict, was a member of the CEDAW Committee and a member of the High-Level Advisory Group on UNSCR 1325 that "affirms that peace and security are more sustainable when women are equal partners in the prevention of violent conflict, the delivery of relief and recovery efforts and in the forging of lasting peace."

3. Afghanistan: Human Rights Council in Geneva: Session on "Serious Human Rights Concerns and Situation in Afghanistan" called by Pakistan, Afghanistan and the Coordinator of the Organization of Islamic States for 24 August. 89 Member States are supporting the session as of 22 August.

4. Briefing on "Impact on Afghan and Pakistani Women", Women's Action Forum (Pakistan NGO formed in 1981 to support pro women legislation and support for Afghan Women), 21 August 2021. "one of last remaining autonomous, political and women's rights organizations in Pakistan that has not been hijacked by the neoliberal agenda." [Many professors, activists, human rights defenders, men, women and young people spoke. This is a summary of what I understood. Much of it was in Urdu.]

Bayet, young Afghan women: "All my dreams died" when the Taliban raised its flag. "Everyone is scared....I will seek my goals." We are not saying anything negative about the Taliban out of fear.

Male professor: Overview of reality: The Taliban did not expect to capture Kabul so soon. The situation now

is worse than in 2001 when the US first entered the war. Countries that have invested in Afghanistan have lost lives and many Afghan lives have been lost. The West mismanaged the people that they employed. The Taliban is playing it safe with Pakistan, Russia and China. So far there is no substantial change in their policy toward women, but people involved with the US are being hunted. The Taliban cannot rule Afghanistan with their beliefs. President left with bags of money and fled to the United Arab Emirates.

Another speaker: Americans must have known what would happen: soldiers had not been paid for 2 months, their food supplies, ammunition, air support had been cut (these had been provided by the US). That is why the Afghan soldiers surrendered so quickly. It did not mean that they agreed with the Taliban.

Women's Human Rights Speaker: Many refugees from Afghanistan are fleeing to Pakistan. This has been occurring for 25 years. Refugees had to swear allegiance to one of the 9 Mujahideen leaders and receive military training and return to fight in Afghanistan. The camps were predicated on the lack of human rights for women. Girls did not need education, they said, because most men were unemployed. New refugees to Pakistan will be labeled "externally displaced people" and have fewer rights. There is Talibanization of Pakistan. With the US withdrawing from Afghanistan, China and Russia will become dominant in the area. The government in Afghanistan was dysfunctional. 70% of US money went to Kabul.

Another speaker from Afghanistan: It has been "horrific." "It is hard to find words" for things that have been done in the name of religion. **Our demand is to ask for UN Peacekeeping Forces, not NATO forces.** There are issues of food security, there is no work in Kabul - we are not allowed to enter workplaces. Women in the media have been told to stay home. People working with government, human rights and NGOs are in danger. There will be a brain drain with people fleeing. Women in Pakistan can help. Some Pakistanis are rejoicing with the Taliban takeover of Afghanistan.

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 (September 1) of the month at 5 pm Eastern here:
<https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIhZWZlZWVhSVBldz09>

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

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

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 special challenge for all attendees, where will Marsha be for the August 4 meeting????)

Be well and join us for WWW!

Website Committee Report

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

Social Media Committee Report

Sue Oser, Social Media Chair

September Women's History Events

- **September 12, 1910** – Alice Stebbins Wells, a former social worker, becomes the first woman police officer with arrest powers in the U.S. (Los Angeles, CA)
- **September 14, 1964** – Helen Keller receives the Presidential Medal of Freedom along with 4 other women: Dr. Lena Edwards, Lynn Fontaine, Dr. Helen Taussig, and Leontyne Price
- **September 14, 1975** – Elizabeth Ann Seton is canonized and becomes the first American-born saint, founded the first U.S. Order of the Sisters of Charity of St. Joseph
- **September 20, 1973** – Billie Jean King defeats Bobby “No-Broad-Can-Beat-Me” Riggs in the battle of the sexes tennis match
- **September 25, 1981** – Sandra Day O'Connor is sworn in as the first woman U.S. Supreme Court Justice
- **September 26, 1971** – Rep. Shirley Chisholm (D-New York) announces she will enter the Democratic presidential primaries
- **September 26, 1973** – Capt. Lorraine Potter, an American Baptist minister, becomes the first woman U.S. Air Force chaplain
- **September 29, 1988** – Stacy Allison becomes first American woman to reach the summit of Mt. Everest

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

Engage with NFBPWC on Social Media



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



https://www.youtube.com/channel/UC2l_ciLyvbu1dbBOsV9Tg



<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

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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

Nature seems to be wreaking havoc in different ways across the country. California's challenge is wildfires. Our thoughts are with our Past State President Trudy Waldroop, who lost her family's vacation home and possessions. Our flexible California members keep moving forward. Since we are keeping the District level in place in our organizational structure, two Districts will hold their fall conferences in September. Bay Capital and Valley Sunset Districts will both meet on Saturday, September 18. Bay Capital's event is via zoom and Valley Sunset's will be a hybrid, with in person and zoom options. Please contact me if you are interested in zooming in from other parts of the country to either or both meetings.



(Pictured Left: Participants in Manjul Batra's Small Business forum sharing their expertise: Francesca Burack, Liz Benham, host Manjul, Maria DeSousa, Katherine Winans, co-host Linda Wilson and Bessie Hironimus.)

As California's President, I want to give a shout out to small business expert extraordinaire, Manjul Batra. Manjul organized a small business forum that National made available to all members at the end of last month. California members participating included Bessie Hironimus, Katherine Winans, Maria Desousa, and Ellora Easton.

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



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

August was a fun-filled month for BPW Colorado! The weather was very hot, and smoke from the fires in the western U.S. was inhaled by all, but the women of Colorado held on tough. Although some of our chapters took a break over the summer, some of them held events.



BPW Boulder had a great potluck barbecue in the backyard of Kathy Kelly's house (*pictured left*). Kathy had spent much of her time during the pandemic redoing her backyard for water savings and sustainability. She took the grass out of most of the huge yard and put in flagstones and raised beds. We were all invited to come see her accomplishments and even Laurie Dameron (climate change expert from BPW Boulder) was proud! We had yummy food and met our newest members. The shade of her wonderful large trees made for a cool evening despite the heat. This chapter entertained about 30 at last count. Not bad for a pandemic! Thanks, BPW Boulder.

BPW Northwest Metro, for which I am the 1st Vice President, also had a potluck barbecue. It was held in the sunroom of my house in Westminster. We had a great turnout. Our members – as well as a couple of state BPW officers – came with delicious side dishes, and I grilled burgers and hot dogs. We had wonderful discussions and were thrilled to meet our two new members. I so appreciate all for coming!

BPW Denver and Cherry Creek had a lovely joint get-together to get the fun started after a long year and a half of no socializing thanks to COVID-19. The event was held in the patio room at a restaurant in central Denver, Route 40 Café, which has memorabilia of the famous Colfax Avenue (state Route 40). Some state officers and members from other chapters attended to join in the fun. The attendees had an amazing conversation with sharing about everyone's job history and family.

It was good to see our BPW sisters again. We are all planning events to bring everyone back together for regular meetings during the coming year, to enjoy each other's company, learn new things, and have great discussions. We are hoping to build back our membership by reaching out to women all over the state. There are many issues to tackle.

CWEF (Colorado Women's Education Foundation) has been very busy choosing scholarship winners for the new school year. We are waiting to hear which lucky women obtained the assistance of our wonderful sister organization CWEF! Meanwhile, we celebrated the graduation of 12 scholarship recipients in spring and summer 2021. These high-achieving women are an astonishing success story, and we are proud that CWEF played a role in their success. The graduations include 4 women accomplishing their Master's degree, 5 completing their

Bachelor's degree, 2 earning their Associate's degree, and 1 woman receiving a certification from a technical school. As a result of reaching their educational goals, many of them are beginning new and higher-paying jobs.

The Colorado Women's Lobby, which BPW Colorado belongs to, held its annual event releasing its legislative scorecard. We are proud to be part of this great active group of exciting women. BPW and the Women's Lobby share a common mission to pursue gender equity and justice, and the annual scorecard event is an opportunity to celebrate and strengthen our efforts. We achieved a lot this year in a very intense legislative session, dealing with the challenges due to the pandemic. This year 18 Senators (out of 35) and 32 Representatives (out of 65) received a 100% score (voting in alignment with the Women's Lobby position). BPW Colorado's key bill was [Senate Bill 176](#), POWR (Protecting Opportunities and Workers' Rights), a strong anti-discrimination bill, which sadly did not pass.

In August, on social media, BPW Colorado supported a nonprofit called Zero Tolerance for Domestic Abuse. Every year, more than 16,000 people report one or more domestic violence crimes to Colorado law enforcement. And we know there are many more cases of abuse that go unreported. Since COVID-19 began, that number has steadily increased. A person is more likely to leave their abusive relationship when they have support. Unfortunately, many victims have been isolated and lost their support system. BPW Colorado has done a great deal of advocacy to prevent domestic abuse.

BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member (Guest Writer by Dan Butterfield)

Plant-Based Diets

These common buzzwords seem to imply that this way of eating is healthier for humans and the environment. Let's take a closer look.

First of all, we need to stop blaming cows for America's health woes or environmental destruction. Red meat and saturated fats do not cause disease. Let's look at the real culprit: nutrient poor, hyperpalatable, ultra-processed foods, or food-like substances. The ingredients for these junk foods are from plants. Various combinations of flours from wheat and corn, along with sugars, seed oils, and trans fats can be scientifically combined and manipulated into ultra-palatable substances that for many people are addictive.

Big Food loves carbs, they are cheap, can be manipulated into tasty junk food and have a long shelf life and big profit margins. Not so with animal products that don't have a long shelf life and have lower profit margins.

There is a coalition between Big Food and animal rights people. Both groups promote carbohydrates and fake meat.

The form of agriculture that supports both groups is called monoculture. Monoculture means there is only one plant in the field. Every living thing that was on that field before has been killed. Through annual tillage, which releases soil carbon into the atmosphere, and chemical applications to keep it sterile, monocropping is the most destructive form of agriculture. There is no biodiversity and these bare soils between cropping are prone to wind and water erosion. The tillage and chemicals destroy soil microbes and soil structure. This is not sustainable farming.

Those who are concerned about animal deaths should know that for every 100kg of usable plant protein harvested, 55 animal deaths occur. That's 25 times more killings to produce the same amount as rangeland beef.

Appropriate cattle grazing enriches and restores topsoil. Even typical beef cows spend most of their lives grazing.

Sixty percent of America's food budget is on processed foods. Two thirds of our children and teens consume half their calories from these foods. This is a plant-based diet (Good news – Oreos are vegan!).

Even if your plant-based diet doesn't include processed foods, plants are low in nutrients and contain many anti-nutrients. There are essential nutrients for humans not available from plants.

There is no vitamin D, no vitamin A, (beta carotene is not vitamin A). There is no vitamin K2, these three fat soluble vitamins have many uses in the body – but in these pandemic times they are especially important for our immune systems.

There is no vitamin B12, no DHA, the omega 3 that comprises 30% of our brain fats. No EPA, another animal source omega 3, very important to control inflammation.

Also missing from plants – collagen, which is 1/3 of our body's protein.

There is no creatine, no taurine, no carnosine, no carnitine or hydroxy proline. These amino acids and amino acid-like compounds are essential for human health. These are all found in red meat.

Protein is perhaps the most essential macro nutrient that all children, teens, active people and women of child-bearing age, for pregnancy, lactation and recovery, and for seniors who need more protein because it is not absorbed as well.

Four ounces of sirloin steak provides 30 grams of complete, highly bio-available protein, with 180 calories and zero carbs. To get 30 grams of protein from plants requires 12 ounces of lentils and a cup of rice. This is about 640 calories and 122 grams of carbs. To get 30 grams of protein from peanut butter has a price tag of 700 calories.

Plant proteins have only 30-50% of the bio-available proteins available from steak or eggs. You need to consume twice the plant protein to get anywhere near to the amount of protein in animal foods.

Plant based diets lead to plant-based disorders and diseases such as obesity and diabetes. Diabetes doubles your risk of heart disease and Alzheimer's dementia. Plant based diets lack key nutrients. Plant agriculture is extractive and destructive. Cattle grazing is restorative and builds topsoil.

Resources:

Sacred Cow book and documentary by Diana Rodgers RD and Robb Wolf
The Scientific Reality of Meat and Human Health by Brian Sanders – producer of the documentary “Food Lies”
Oxford Academia - “What is the Role of Meat in a Healthy Diet?” Dan Butterfield www.butterfieldwellness.com

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
Denise Garn	Secretary
Susan Murphy	Treasurer

By: Shirley Zeller, President, NFBPWC Michigan

Our affiliates have been active with other Michigan Federation activities and not so much with NFBPWC. The Michigan Federation is celebrating its 100+ anniversary (postponed due to COVID) - on October 7. The event will be held in the Capitol Rotunda in Lansing, MI. Anyone interested and want to take a trip to Michigan during "color" season, you are welcome. We just need to know you are coming especially because there are special requirements to get into the Rotunda.

Our Federation state board is that weekend as well, and hopefully, our Affiliates will get together then for a person-to-person meeting. In the meantime, best wishes to all.

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

The New York City Affiliate Chapter Board has initiated an active season of events. Our August 3rd video on Black Working Women's Equal Pay Day was selected as the keynote video for the day by PowHer in NYC. Our August 18th conversation with Attorney Linda Coberly, who discussed the current status of the ERA, why we need it, and why it is not too late to work on it, was excellent. We were honored by the presence of our National and International Presidents, and several former presidents as well. The recording is available on our social platform – [here](#).

We hosted Dr. Sandi Webster and Peggy McHale on August 31, to discuss Unconscious Bias: How to uncover it and address it in the workplace.

On September 21 we will kick off our Money Talks series, with each talk at 1 pm. On Sept 21 we will look at the grants available to businesswomen in NYC, on October 21 we will discuss grant writing. On October 26 we will look at available Corporate Grants across the country.

Our member Garden Parties are on September 12 and October 29, in NYC.

Date and time to be determined: A conversation between our board member, 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. She 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 talk about how they live LCMs legacy and answer your questions.

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

We want to thank Tracy Keller, CEO of the Girl Scout Council of the Colonial coast for speaking with us at our August 19, 2021, meeting. Tracy spoke on how girls are being prepared for life and careers through the GS. Donations are gladly accepted at [GSCCC.ORG](https://www.gsccc.org)

to support less fortunate girl's GS experiences. If you would like to listen to the recording of Tracy's presentation, please click here:

https://drive.google.com/file/u/3/d/1XrV9m9OjYOPAHhZsLZPnWAreHIPIrnEW/view?usp=drive_web

Tracy Keller (*pictured right*) is the chief executive officer of the Girl Scouts of the Colonial Coast, a regional nonprofit dedicated to improving the lives of girls.

The regional Council serves nearly 12,000 girls with the help of more than 5,000 adults in southeastern Virginia and northeastern North Carolina.

On September 16, 2021, 8 pm Eastern, NFBPWC-NC welcomes Kathy Kelly back to work on our goals! Register at: <https://www.nfbpwc.org/event-4460533>

If you are willing to speak with our club or want us to join your club meeting, please contact Marsha at 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 Tomblin	Secretary
Jean MacDonald	Newsletter Editor

By: Jennifer Halloran, President, Chatham County BPW



Pennsylvania Affiliate Chapter

Executive Committee:

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

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

By: Nancy Werner, President, NFBPWC Pennsylvania



The PA Affiliate Chapter of the NFBPWC held their reorganizational meeting on Sunday, August 8, 2021, via Zoom. We had 10 members in attendance. We are searching for programs for our future meetings.

The National Women's History Alliance would like us ALL to celebrate National Equality Day on August 26. There are many events taking place. The Alice Paul Institute will be opened from 1 to 4 for visitors. There will be an Equal Means Equal gathering of women on the steps of the Supreme Court steps supporting the E.R.A. from noon to one. Also, in the evening from 6:00 to 7:30 p.m., a zoom webinar entitled, "Making Her Mark: Philadelphia Women Fight for the Vote" will be presented. Jovida Hill, Director of the Philadelphia Commission for Women, Suzanna Urminska, "Making Her Mark," and Amanda Owen, Justice Bell Foundation founder and creator of the film, "Finding Justice: The Untold Story of Women's Fight for the Vote," will be featured. (Amanda is one of our members.)



Our members in the group photos in the pictures to the LEFT: Denice Robinson, Ginny Bailey, Nancy Werner, Laura Whetstone and Cathy Collins. Nancy Thomas was added in the second group photo (below that photo).



Additional Members: Dr. Ella McElwee pictured above left; and Amanda Collier, pictured above right.



I was able to attend the live streaming of "The Valiant Women of the Vote-Refusing to be Silenced Luncheon on Saturday, August 22, 2021. The program shared the dedication of the Turning Point Memorial which was recently dedicated. Many suffrage leaders were featured in the film. We also learned about ALL the Centennial celebrations that took place across the country during 2020. My favorite was the Tournament of Roses where our Suffrage Float was featured and displayed for all the world to hear of our story. Molly Murphy MacGregor was honored for her 40 years of

providing programs and educational materials with the NWHHA. This will be their last NWHHA luncheon honoring women across the country. They would like their many partners to host their own luncheons with honorees from now on.

On Saturday, August 14, we attended the Hollywood BPW's Susan B. Anthony's Award ceremony where Molly Murphy MacGregor, Executive Director of the NWHHA was honored by them. Thank you to Marjory Hopper for a fabulous zoom gathering.

An excellent zoom presentation on the Status of the E.R.A. was presented by Linda Coberly, Esq. from Winston and Strawn LLP on August 18th. The NYC BPW shared this conversation with the NFBPWC members.

The Friday Night "Connections/Conversations" sessions are being attended by the PA Affiliate members. Thank you for that open forum.

Lilly Gioia, our "Legislative Reporter," is continuing to gather news across the country and in PA. Her column is a MUST read, here is a link: [Pennsylvania Advocacy Report](#)

Using our NFBPWC brochures, book markers, membership application for PA Affiliate and providing the latest NWHHA magazine, we shared with all the members of the BPW/PA Board. The question of our background was asked, and we shared the importance of our existence to a national/international group.

We met in person for a social gathering at the Radisson Hotel in Camp Hill, PA on Friday night, August 13. We hit a glitch when the hotel did not have Wi-Fi in this adjacent building, but we did take photos of our group. (Please view)

Emily Holgash has discovered free September Safety Webinars being sponsored by the Pennsylvania's Labor and Industry Bureau of Worker's Compensation. Ginny Bailey is posting them to Facebook for everyone to see the topics and dates/times. Topics range from Slips/Trips/Falls Prevention, Cyberbullying, Suicide Prevention, and many more. Please visit the NFBPWC-Pennsylvania to see the link and topics.

Emily has also kept us informed with the STEM Ecosystems and the PA Smart Apprenticeship Grants. All the information that you need to know has been placed on the website and application information is provided. \$3,000 per grant and per year can be applied. We need to encourage members to share this information and maybe use it.

Like always, we are busy sharing the work of the NFBPWC!

Pennsylvania Advocacy Report

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

MORE DIVERSITY AT NASDAQ:

The Wall Street Journal reported that regulators approved NASDAQ's proposed diversity requirements in mid-August. The exchange operator wants its listed companies to maintain "at least one woman director, as well as a director who self-identifies as a racial minority or as lesbian, gay, bisexual, transgender or queer." According to an 8/20/21 report in The Week, Goldman Sachs and Microsoft have voiced support for the proposal, one of several Wall Street initiatives seeking to bring more diversity to corporate boards. A recent analysis found that "nearly 75 percent of new independent directors at companies in the S&P 500 are women or belong to a racial or ethnic minority," up from 31 percent a decade ago.

TIMELY U.S. POSTAL SERVICE DELIVERIES IN JEOPARDY:

The U.S. Postal Service (USPS) regulator warned that the USPS proposal for slowing down delivery for some mail was not fully thought-out and its success was far from guaranteed, according to a 7/20/21 Government Executive report. The new Post Office pricing structure slated to go into effect later this year is the first-time postal management instituted higher-than-inflation rate hikes. The slowdown is expected to impact 40% of First-Class mail. First Class mail letters sent within the U.S. will take a maximum of five days under the new plan instead of the current limit of three days. It is expected that 7% of First-Class mail would still be delivered within one to three days. Industry groups, postal unions, members of the public and some lawmakers have all pushed back against mail slowdowns. Tens of thousands of individuals and organizations sent comments to the Postal Regulatory Commission during its review. Critics of Postmaster General Louis DeJoy's plan have said slowing mail delivery while raising prices would accelerate ongoing declines in mail volume and lead to further losses for the mailing agency.

The DeJoy changes were never pilot tested. Critics say DeJoy's assumptions regarding the efficiency of networks were "not grounded in reality." The Commission said the plan's benefits may not outweigh the downsides. The impact of the changes on rural vs. urban populations and low-income communities was not examined by postal management. The Commission implored postal management to monitor customer satisfaction to gauge reaction as the plan is implemented and new prices go into effect August 29, 2021. First Class standard stamps will increase in price from .55 to .58. The USPS expects to raise between \$35 billion and \$52 billion over the next ten years by raising prices. A collection of industry groups is suing the Postal

Regulatory Commission over its rate-setting authority, arguing the new price caps do not adhere to federal law. The court denied a stay to block implementation of new rates.

POST-PANDEMIC, MOTHERS STILL EXPERIENCE DISCRIMINATION IN HIRING:

Two new research papers published in *Demography* show how inflexible schedules and biased hiring practices, combined with gendered cultural norms around breadwinning and caregiving, lead to discrimination against mothers. In fact, they perpetuate existing gender inequalities in the workplace. Assistant professor of Sociology at Washington University (St. Louis) Patrick Ishizuka found that mothers may face increased workplace discrimination post-pandemic. Ishizuka said “Mothers have disproportionately shouldered the burden of caregiving during the pandemic. As a result, they also have been more likely to drop out of the labor force, reduce their work hours, or utilize family leave provisions made possible through the Families First Coronavirus Response Act.” Put simply: Working mothers are often expected to work like they don’t have children and raise children as if they don’t work. According to Professor Ishizuka, instead of creating policies to support families post-pandemic, employers will be more likely to discriminate against mothers because they will view them as less committed to their jobs.

In a field experiment Ishizuka submitted 2,210 fictitious applications to low-wage and professional/managerial jobs in six US cities. For each position he submitted two similarly qualified applications. The only difference was that one application included signals of motherhood, such as parent Teacher Association volunteer work, while the other application—also for a female candidate—listed volunteer work in an organization unrelated to parenthood. Across occupations, callback rates were significantly lower for mothers than for childless women. “The finding demonstrates that discrimination is not limited to women with college degrees in time-intensive professional occupations,” Ishizuka said. “Across labor market segments, mothers appear to be similarly disadvantaged at the hiring stage. Cultural norms that mothers will assume primary responsibility for children are in direct conflict with the norms that workers should be free of family obligations. Employers often question mothers’ commitment and ability to work long or variable hours and travel. Not surprisingly, **FATHERS DO NOT FACE THE SAME QUESTIONS.**”

A separate paper with coauthor Kelly Musick of Cornell University, studied how the structure and compensation of work hours shapes gender inequality in the labor market. Mothers’ probability of working post-birth depended strongly on their pre-birth occupation, researchers found. “Inflexibility in work hours generates work-family conflict that ultimately pushes mothers out of the labor force.” Authors say these findings are important because *even short work interruptions can result in substantial long-term and career costs and make it difficult for mothers to find future employment.* Policies and workplace structures that enable more mothers to maintain employment post-birth could move the needle on closing the gender-wage gap. “Our research shows that gendered patterns of work in the home and labor market continue to be shaped by cultural norms that tie **FATHERHOOD** primarily to **FULL-TIME** employment and **MOTHERHOOD** to time-intensive, **CHILD-CENTERED** flexible work time.” In contrast, in many European countries, employees **HAVE THE RIGHT TO REDUCE WORK HOURS WITHOUT FEAR OF LOSING THEIR JOB OR FACING DISCRIMINATION.** Not coincidentally, **WOMEN’S EMPLOYMENT IS HIGHER IN COUNTRIES WITH POLICIES THAT SUPPORT FLEXIBLE WORK TIME.**

PENNSYLVANIA EXTENDS POST-PARTUM MEDICAL CARE COVERAGE:

Sixty days’ coverage after the end of a pregnancy is “not enough,” said Pennsylvania’s Acting State Human Services Secretary Meg Snead, as officials announced that Postpartum Medicaid coverage will be doubled in order to reduce the Commonwealth’s high maternal mortality rate. According to an 8/4/21 Capital Star report, Governor Tom Wolf and state officials Opted-In to the American Rescue Plan’s optional Medicaid expansion, increasing the length of coverage from 60 days to one year. Pennsylvania’s maternal mortality rate stood at 14 deaths per 100,000 births as of 2018 data. Acting Secretary Snead stated, “This is unacceptable.” Medicaid covers about four in ten births nationally and about three in ten in Pennsylvania. Additionally, while covering 30% of Pennsylvania births, Medicaid was the primary payer in about 53% of pregnancy-associated deaths. Pennsylvania health data for 2018 showed 58% of pregnancy-related deaths occurred

between 43 and 365 days postpartum. "Risks don't go away after 60 days," said PA State Senator Judy Schwank (D/Berks), co-chair of the Senate Women's Health Caucus. The extension will take effect beginning 4/1/22 and will be available for five years. "I know the Governor and his administration made the right decision to Opt-In for Pennsylvania. This action will save lives and help ensure that Pennsylvania families have healthy moms and babies from the start," said Pennsylvania Commission for Women Executive Director Mariah Hathaway.

RETAILERS DEPLOY FACE RECOGNITION DESPITE PRIVACY CONCERNS:

According to Vox.com, more retail stores are already using facial recognition to surveil customers. Macy's, Ace Hardware, Albertsons, and Rite Aid are among the major U.S. chains that have deployed the technology in store cameras. Stores often "say they are embracing facial-scanning tech because it can help them prevent theft," but customers and employees are frequently "unaware the software is surveilling and collecting data about them." Concern over the misuse of Facial Recognition Technology (FRT) is one of the latest fears over technological change, according to a February 2021 report by the Center for Strategic & International Studies (CSIS). The 10-page report found there is a "lack of adequate privacy protections in the United States" and a rapid pace of technological change. "Stronger safeguards on facial recognition use are necessary. Legislation can clarify the standards required for different law enforcement use cases," CSIS researchers wrote while acknowledging its wide use in airports, train stations and border crossings. New legislation introduced in June 2021 would effectively ban law enforcement "use of this dangerous technology," the Electronic Privacy Information Center stated about **the "Facial Recognition & Biometric Technology Moratorium Act of 2021"**. Senate co-sponsors include Senator Ed Markey (D/MA), Senator Bernie Sanders (D/VT), Senator Jeff Merkley (D/OR), Senator Elizabeth Warren (D/MA) and Senator Ron Wyden (D/OR). The Electronic Privacy Foundation supports this law warning "face surveillance technology is so harmful to our safety and privacy, and so discriminatory, that government must not use it at all." U.S. Civil Rights campaigners have called on retailers to stop using FRT amid privacy concerns and fears that it could lead to people being wrongly arrested. At a July 2021 House Judiciary Committee public hearing, New York University Law Professor Barry Friedman testified that "the problem we face is that today, in too many jurisdictions, the use of this technology is entirely unregulated." More than 35 organizations including the Consumer Federation of America, say people's faces should not be scanned, stored or sold just because they stroll into a shop or work in a store. Thus far the state of Maine was first to pass FRT regulations. Maine's new law prohibits use of FRT in most areas of government including public schools and surveillance of people as they go about their business, attend political meetings and protest, visiting friends and family or seeking out health care. According to TechCrunch.com, the American Civil Liberties Union supports federal legislation that would protect people in the United States from "invasive surveillance."

MORE TECHNOLOGICAL TYRANNY FROM ROBO CALLS:

On 7/29/21 New York Times journalist Gail Collins reported that in June 4.4 BILLION Robocalls were placed, up from the 4 BILLION in May 2021. The Telephone Consumer Protection Act of 2020 passed by Congress, was ruled unconstitutional by the Supreme Court. Their ruling basically found that nobody needs your permission to put your phone number on an automatic dialer. Senator Ed Markey (D/MA), an anti-Robocall crusader, said "There are no red Robocalls or blue Robocalls, only obnoxious Robocalls!" Markey is now working on a bi-partisan bill to undo what the Court has done. There were an estimated 45.9 BILLION Robocalls in 2020--that is about 1,455 calls per second.

250,000 PENNSYLVANIANS TO BE REIMBURSED:

A July 2021 PA SPOTLIGHT investigation uncovered how the Pennsylvania Dept. of Labor & Industry overcharged millions of dollars in interest for a decade. Subsequently, the agency announced they will issue refunds to 250,000 people who "were affected by the interest overcharge." The agency admitted it owes at least \$14 million in refunds. The agency charged a fixed 9% interest rate failing to adjust its computer payments processing system when actual interest rates and State Dept. of Revenue moved between 3% and

8%. Beset by serious problems during the pandemic, the state Unemployment System recently had a troubled rollout of a new compensation system.

E.R.A. CRUSADERS LOBBY IN ARIZONA:

According to the August 2021 issue of Ms. Magazine, “In the sweltering heat of a mid-day desert sun, a delegation of women’s rights activists and leaders gathered in front of Senator Kyrsten Sinema’s Phoenix Field Office.” Their goal: to deliver thousands of letters, postcards and petitions from Arizonans and fellow citizens from across the country imploring the Senator to align with her fellow Progressives and help end or reform the filibuster – a necessary step needed for the Senate to move forward on a vote removing the Time Limit on the Equal Rights Amendment. All told, 15,000 letters and postcards gathered by the Feminist Majority and the Women’s March Foundation were delivered to Sinema.

On August 26, 2021, WOMEN’S EQUALITY DAY, a RALLY ON THE STEPS OF THE SUPREME COURT TO SUPPORT THE E.R.A. TAKES PLACE.

LEGISLATION PROTECTING AGAINST VOTER SUPPRESSION & ELECTION SUBVERSION:

Pennsylvania Attorney General Josh Shapiro joined 21 other state Attorneys General in signing a letter to Congressional leaders on both sides of the aisle to pass legislation protecting against voter suppression and election subversion, according to an 8/12/21 Capital Star report. The coalition led by Michigan AG Dana Nessel, Wisconsin AG Josh Kaul, Nevada AG Aaron Ford, and North Carolina AG Josh Stein wrote emphasizing “that the peril to our democracy did not end on Inauguration Day with the transfer of power from one administration to another. To safeguard our democracy, it is vital that Congress act promptly – including, if necessary, to reform the filibuster – to pass legislation protecting against both voter suppression and election subversion.” In addition to Shapiro, other AG’s signing the letter represented California, Colorado, Connecticut, District of Columbia, Delaware, Iowa, Maine, Maryland, Massachusetts, Minnesota, New Mexico, New York, Oregon, Rhode Island, Vermont, Virginia and Washington. “Our offices challenged changes made by the U.S. Postal Service that slowed mail delivery and increased the risk that some votes cast by mail would not be counted. We made clear that voter intimidation at the polls is not to be tolerated,” the letter said. Republican lawmakers in 48 states, including Pennsylvania, have bills clamping down on voting rights.

PENNSYLVANIA SUPREME COURT RULES AGAINST AMAZON:

Amazon must pay its Pennsylvania warehouse workers for time spent waiting for and undergoing security screenings, according to a 7/22/21 Morning Call report. A lawsuit led by Fulfillment Center workers in Lehigh County prompted the ruling, part of a nation-wide class action suit on behalf of Amazon workers who must undergo checks to prevent theft after clocking out at the end of their shifts. The New York Times reported on 8/4/21 that the National Labor Relations Board (NLRB) recommended a new election at Amazon’s Alabama facility after employees there initially voted against unionizing. The NLRB found that Amazon’s management conduct during the Bessemer plant organizing campaign interfered with a fair vote. Amazon workers have long complained about how Amazon warehouses exert excessive control over the pace of work, the way workers perform it, the frequency of their breaks, the time they must spend waiting at metal detectors on their way home. Present legislation in California would force Amazon to reveal its productivity quotas, which unions contend are onerous and put workers at risk. The Teamsters union plans to organize Amazon workers by enlisting the help of workers at other companies, sympathetic consumers, and even local businesses threatened by a giant like Amazon in hopes of mitigating the challenges presented organizing a workforce with the extraordinarily high employee turnover commonplace at Amazon according to Times reporter Noam Scheiber.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

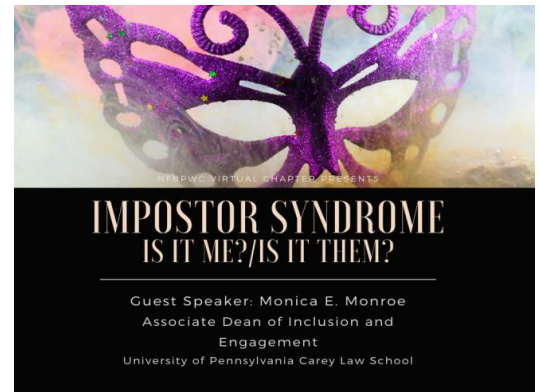
Daneene Monroe Rusnak	President
<i>Vacant</i>	Secretary
Leona Phillips	Interim Treasurer

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

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

It's finally here!...the long awaited, rescheduled program, "Impostor Syndrome: Is It Me?/Is It Them?", featuring our very own Monica Monroe, Associate Dean for Equity and Inclusion, The University of Pennsylvania Carey Law School.

Yes, I may be a bit biased, being related to the speaker, but this topic is HUGE for me....and from the feedback I've been getting, it's an important topic for many of you as well. So, be sure to join us on September 15th if you can. (My sincere apologies for failing to avoid the conflict with Yom Kippur). We will record the main session of the presentation and send it out to all registrants. So, be sure to register on the [NFBPWC Events page](#).



- 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 October eNewsletter is Thursday, September 23rd at 5:00 pm Mountain Time

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

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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



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

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

Our NFBPWC Heritage



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

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

Our ambition

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

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

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

Affiliate Benefits

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

Individual Benefits

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

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