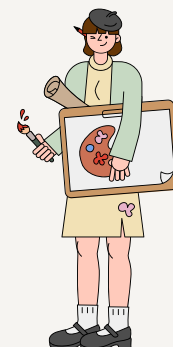
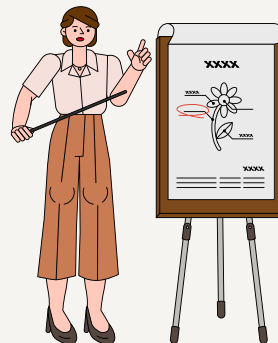
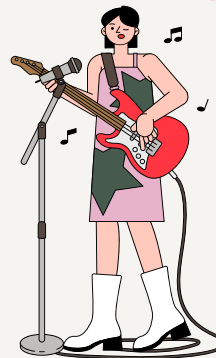
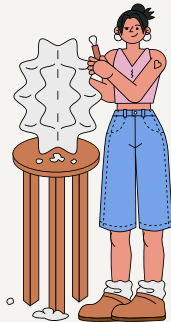


NFBPWC Magazine

APRIL 2022 ISSUE

WOMEN CAN DO ANYTHING



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**Submission Deadline for the May Magazine is Friday, April
22nd at 5:00 pm Mountain Time**

National Events

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

2nd Monday of the Month

Health Committee Meeting

1st and 3rd Mondays of the Month

Membership Committee Meeting

April 6, 2022 - 1st Wednesdays of the Month

Wednesday Web Wisdom: Digital Training Team Assistance (Open to All Members)

<https://www.nfbpwc.org/event-4525895>

National Friday Connections

Open to All Members and Guests

April 8, 2022

Afghan Women Project Special Committee Meeting (Members Only)

<https://nfbpwc.org/event-4713741>

April 10, 2022

NFBPWC Advocacy Team Meeting

April 11, 2022

Afghan Women Project Special Committee Meeting for Young BPW (Young BPW Members Only)

<https://nfbpwc.org/event-4717702>

April 12, 2022

NFBPWC Board of Director's Meeting (Open to All Members)

<https://nfbpwc.org/event-4648435>

April 22, 2022

Earth Day Event

<https://www.nfbpwc.org/event-4767226>

Regional BPW Events

April 13, 2022

BPW Denver & Colorado Virtual

"How to Use One Click Politics," presentation by NFBPWC VP of Advocacy, Daneene Rusnak

https://www.bpwcolorado.org/content.aspx?page_id=4002&club_id=498209&item_id=1682069

April 21, 2022

NFBPWC / NC Monthly Club Meeting (Open to All BPW Members)

<https://nfbpwc.org/event-4654780>

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
Finance, Open
Health, Keri Hess, California
International Liaison, Sandy Thompson, California
Lifelong, Leadership & Learning, Kathy Telban, Virtual
Membership, Kathy Kelly, Colorado
Mentoring, Dr. Trish Knight, Virtual
Military Affiliated Women, Barbara Bozeman, North Carolina
Public Relations, Suzette Cotto, NFBPWC Virtual
Small Business, Manjul Batra, California
United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org
bylaws@nfbpwc.org
environment@nfbpwc.org
finance@nfbpwc.org
health@nfbpwc.org
international@nfbpwc.org
L3chair@nfbpwc.org
vpmembership@nfbpwc.org
mentoring@nfbpwc.org
militarywomen@nfbpwc.org
PRchair@nfbpwc.org
smallbusiness@nfbpwc.org
UNchair@nfbpwc.org

Special Committees/Taskforces:

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

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

President's Message



By: Megan Shellman-Rickard

NFBPWC Celebrates Success at CSW66

Our organization is continuing a successful strategy to advance the progress that we envision for our future by creating a vibrant space for virtual interactions. In 2022, the United Nations 66th Commission on the Status of Women (CSW) was a space for us to educate, empower, and advocate for two important issues. Thanks to all of the members who supported our efforts at this year's event which was focused on climate change and environmental risk reduction. Inspiration from *Pioneers in Skirts* at the 2021 CSW65 resulted in two incredible events in 2022 at the highly regarded Parallel event level.

As our president, I'm humbled and honored to serve NFBPWC with the incredible women who made CSW66 a success for our organization. Thank you to Alice Gallup West and Sher Singh who curated the *Gender Inequality in the Context of Environmental and Disaster Risk in the Military* event which brought together women from around the globe. Huge appreciation to Voyka Soto and Nermin Ahmad for organizing the *Achieving Economic Empowerment for Displaced Business and Professional Women* event that highlighted the unique needs of "women on the move."

Our success at both of these events is due to the support of more than a few members. Thank you to Barbara Bozeman, Marsha Riibner-Cady, Suzette Cotto, Lea-Ann W. Berst, Ashley Maria, Emily Van Vleck, Djenabou Bah, Doris Sánchez Hill, the Afghan Women Project Special Committee, the Military Affiliated Women Committee, and the Executive Committee. At NFBPWC we have created a virtual "village" of women who support women and we are so incredibly lucky to have each other.

Let us look around at our fellow members. Let us recognize the phenomenal women and men who are working to live our mission forward through inspiring actions and words. Join the committees that interest you and make a positive impact!

Members, our dynamic and inspiring group of members is growing and inspiring people across the globe! I celebrate NFBPWC, our inspiring Board, and my role as President as we contribute to women's empowerment in 2022! I look forward to leading us through the remainder of this term as we work together to continue our efforts to accomplish the following goals:

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

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 justice in 2022. Sending personal wishes of celebration, health, and progress around the globe!

Kind Regards,

Megan Shellman-Rickard
NBPWC President
2020-2022

1st Vice President Membership News



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

Please reach out to
WELCOME our NEW and
RENEWING BPW Members

Young BPW

Natela Manuntseva - Colorado
Emily Barth - Virtual

North Carolina

Paula Gould (West Virginia)

California

Neelima Basnet

Virtual Club

Dr. Sophia Fouche (Houston, TX)
Nancy Sorensen (Seattle, WA)

Renewing

Suzette Cotto (TX)
Kathleen Chamberlain (AZ)



Did we miss someone from your chapter? Be sure to forward information on any new or renewing members to newmember@nfbpwc.org so we can provide them with information on accessing the NFBPWC website, membership directory, and welcome them in the e-magazine.

Are you challenged with recruiting new members? Call or email Kathy Kelly for support. Or better yet, have someone from your chapter join us! The Membership Committee welcomes your input and is here to respond to your chapter's needs. Note our new meeting times on Zoom:

First and Third Mondays (one hour), 5 PM Pacific, 6 PM Mountain, 7 PM Central, 8 PM Eastern

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, it is imperative to communicate the value of a membership at NFBPWC. 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 the time to access and utilize 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 **Lifelong 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 magazine, on the website, and on social media platforms (Email vpmembership@nfbpwc.org to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

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

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

2nd Vice President Advocacy Report



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

OneClick Political Campaign Updates

As you likely already know, we had reason to celebrate last month when President Biden revived the Violence Against Women Act by signing it into law as part of Consolidated Appropriations Act for fiscal year 2022. I shared the news with our members with an Advocacy Alert email and text blast. In the email, I shared a link to a document that showed the summary of the actions (emails, tweets, calls, etc.) that were taken via our OneClick Politics platform.

I thought it would be a good idea to reshare those results here and provide the same information for the other campaigns we still have going. (ERA and Voting Rights).



Email clearly stands out as the most popular method of contact. This makes sense as it is the quickest and easiest action taken via our platform. I am excited to see the number of tweets increasing as social media has become an important means of communication for many of our legislators. I am encouraging us all to try to increase the number of phone calls. I believe that using our real voices (literally and metaphorically) will have greater impact. Furthermore, I would absolutely LOVE for us to increase our number of video submissions. This is an extremely unique feature of the OCP platform and is undoubtedly a powerful way to connect with your legislators on a more personal level. Hearing the message and truly seeing who is delivering it is, in my opinion, a bit more difficult to “tune out.”

And remember, you can complete any or all of the actions more than once AND our current campaigns are live on our website and can be used by members and non-members alike....so tell a friend or two...or more!

ACTIVITY SUMMARY FOR OCP ERA CAMPAIGN						
Recipient	State	District	Video Total Activity	Twitter Total Activity	Call Total Activity	Email Total Activity
Peters, Gary	MI	None	0	0	0	1
Bennet, Michael	CO	None	0	2	0	4
Casey, Robert	PA	None	0	0	0	1
Feinstein, Dianne	CA	None	0	2	1	6
Gillibrand, Kirsten	NY	None	0	0	0	1
Kaine, Tim	VA	None	0	0	0	1
Schumer, Charles	NY	None	0	0	0	1
Stabenow, Debbie	MI	None	0	0	0	1
Warner, Mark	VA	None	0	0	0	1
Cortez-Masto, Catherine	NV	None	0	0	0	11
Toomey, Pat	PA	None	0	0	0	2
Durbin, Dick	IL	None	0	1	0	2
Duckworth, L. Tammy	IL	None	0	0	0	2
Rosen, Jacklyn	NV	None	0	0	0	11
Hickenlooper, John	CO	None	0	2	0	4
Padilla, Alejandro	CA	None	0	0	2	5
Klobuchar, Amy	MN	None	0	1	0	1
Smith, Tina	MN	None	0	1	0	1
Brown, Sherrod	OH	None	0	1	0	4
Portman, Rob	OH	None	0	1	0	5
Padilla, Alex	CA	None	0	2	0	1
Menendez, Bob	NJ	None	0	0	0	1
Booker, Cory	NJ	None	0	0	0	1
Cornyn, John	TX	None	0	1	0	1
Cruz, Ted	TX	None	0	1	0	1
Duckworth, Tammy	IL	None	0	1	0	0
Casey, Bob	PA	None	0	0	0	1
Merkley, Jeff	OR	None	0	0	0	1
Wyden, Ron	OR	None	0	0	0	1
ACTIVITY TOTALS			0	16	16	73
Total Number of Actions						92

ACTIVITY SUMMARY FOR OCP VAWA CAMPAIGN							
Recipient	State	District	Video Total Activity	Twitter Total Activity	Call Total Activity	Email Total Activity	Total Contacts
Peters, Gary	MI	None	0	0	0	1	
Bennet, Michael	CO	None	0	0	0	13	1
Brown, Sherrod	OH	None	0	0	0	1	
Burr, Richard	NC	None	0	0	0	2	
Cantwell, Maria	WA	None	0	0	0	1	
Casey, Robert	PA	None	0	0	0	6	
Feinstein, Dianne	CA	None	1	1	0	18	2
Gillibrand, Kirsten	NY	None	0	0	0	3	
Menendez, Robert	NJ	None	0	0	0	1	
Murray, Patty	WA	None	0	0	0	1	
Rubio, Marco	FL	None	0	0	0	1	
Schumer, Charles	NY	None	0	0	0	3	
Stabenow, Debbie	MI	None	0	0	0	1	
Warren, Elizabeth	MA	None	0	0	0	2	
Booker, Cory	NJ	None	0	0	0	2	
Tillis, Thom	NC	State House District 98	0	0	0	2	
Markey, Edward	MA	None	0	0	0	2	
Cortez-Masto, Catherine	NV	None	0	0	0	1	
Toomey, Pat	PA	None	0	0	0	7	
Young, Todd	IN	None	0	0	0	1	
Portman, Rob	OH	None	0	0	1	1	
Sinema, Kyrsten	AZ	None	0	0	0	1	
Braun, Mike	IN	None	0	0	0	1	
Scott, Rick	FL	None	0	0	0	1	
Kelly, Mark	AZ	None	0	0	0	1	
Hickenlooper, John	CO	None	0	0	0	8	
Padilla, Alejandro	CA	None	0	0	0	4	
Klobuchar, Amy	MN	None	0	1	0	1	
Smith, Tina	MN	None	0	1	0	1	
Casey, Bob	PA	None	0	0	0	1	
Menendez, Bob	NJ	None	0	0	0	1	
Padilla, Alex	CA	None	0	1	0	1	
Activity Totals			1	4	1	91	
					Total Number of Actions		97

ACTIVITY SUMMARY FOR OCP VOTING RIGHTS CAMPAIGN							
Recipient	State	District	Video Total Activity	Twitter Total Activity	Call Total Activity	Email Total Activity	Total Contacts
Brown, Sherrod	OH	None	0	0	0	3	
Portman, Rob	OH	None	0	0	1	3	
Gonzalez, Anthony	OH	Congressional District	0	0	0	2	
Padilla, Alejandro	CA	None	0	1	0	4	
Feinstein, Dianne	CA	None	0	1	0	5	
Chu, Judy	CA	Congressional District	0	1	0	1	
Sanchez, Linda	CA	Congressional District	0	0	0	1	
Schiff, Adam	CA	Congressional District	0	0	1	2	
Sherman, Brad	CA	Congressional District	0	0	0	1	
Boebert, Lauren	CO	Congressional District	0	0	0	2	
Hickenlooper, John	CO	None	0	1	0	4	
Bennet, Michael	CO	None	0	1	0	4	
Casey, Bob	PA	None	0	0	0	2	
Toomey, Pat	PA	None	0	0	0	2	
Crow, Jason	CO	Congressional District	0	1	0	2	
Scanlon, Mary	PA	Congressional District	0	0	0	1	
Menendez, Bob	NJ	None	0	0	0	1	
Booker, Cory	NJ	None	0	0	0	1	
Payne, Donald	NJ	Congressional District	0	0	0	1	
Joyce, Dave	OH	Congressional District	0	0	0	1	
Padilla, Alex	CA	None	0	0	0	1	
Dean, Madeleine	PA	Congressional District	0	0	0	1	
Peters, Gary	MI	None	0	0	0	1	
Stabenow, Debbie	MI	None	0	0	0	1	
Levin, Andy	MI	Congressional District	0	0	0	1	
Schrader, Kurt	OR	Congressional District	0	0	0	1	
Merkley, Jeff	OR	None	0	0	0	1	
Activity Totals			0	6	2	50	
						Total Number of Actions	58



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Your A-Team has been working diligently on formulating a process that enables NFBPWC chapters, affiliates, and committees to submit a request for a OneClick Politics campaign to be established for local issues.

You can review the [Guidelines and Procedures here](#).

If you are aware of a current “hot button issue” in your area, email Daneene at vpadvocacy@nfbpwc.org and the A-Team will consider whether that issue may be a good option for our initial effort at the local level.

OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** Crystal Guillory
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **LGBTQIA+ Lead:** Sue Oser

Additional Support from:

- Sharon Simmons - HUD issues
- Rita Smith - Violence Against Women
- Monica Monroe - Diversity & Inclusion, Social Justice
- Linda Wilson - ERA, Employment Rights, Immigration, etc.

The Advocacy Team 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 Action Announcement

REMINDER: Don't forget to sign up for the NFBPWC Advocacy Text Alerts!

1. Text the keyword **advocate1919** to the number **313131** to be enrolled in this program*.

2. Receive the welcome message

If you don't receive a welcome message instantly, your registration was NOT captured. Please email vpadvocacy@nfbpwc.org or text/call Daneene at 440-228-0437.

3. Stay tuned for occasional advocacy action and information alerts.

4. Spread the word and encourage your friends, family & fellow members to sign up too!

5. **HOT TIP:** You can complete the action items (OCP emails, calls, social media posts and video submissions) multiple times! Volume is **everything** when it comes to communicating with our target audience(s).

6. Give yourself a pat on the back for being an active advocate!

**As a reminder, standard carrier determined messaging rates may apply.*



Current Advocacy Action Items

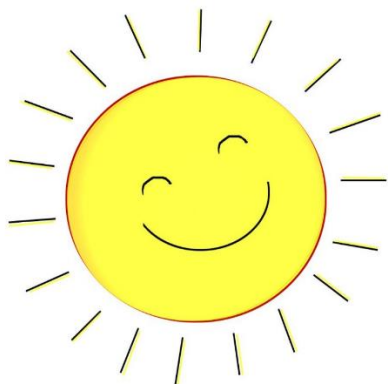
Take a moment to act (again or for the first time!) on these items today!

- [Tell Your Senators To Remove The Arbitrary ERA Deadline](#)
- [Voting Rights Protect Women's Rights](#)

The next A-Team meeting will be on
Thursday, April 10th at 4pm PST / 7pm EST
Registration will be available on our website after April 1st.

From the Desk of the Secretary

By: Barbara Bozeman
Secretary, NFBPWC 2020-2022



CAN YOU DO A WEEK-LONG CLEANSE?



If ever there were a multi-cultural tradition, Spring Cleaning is it. Cultural traditions and even biology play a part in our desire to cast off the weight of winter and freshen up our lives. And even though some of the very tangible reasons for spring cleaning from long ago (like candle oils and fireplace soot) no longer plague our winter homes, the urge to throw open windows, freshen up and lighten up is something that cannot be denied.

The way I look at it, Spring Cleaning doesn't have to be limited to your home – but it's a great place to start. But this year, I'm feeling the need to freshen up more than just my home. My business could use a bit of spring cleaning as well. My Mentoring Coach is helping me with that.

Did you know that National Spring-Cleaning **Week** traditionally begins on the last Sunday in March?

By the time you read this, we will be in the last days of National Spring-Cleaning Week – which began on March 27th this year. But what a great way to start the month of April, don't you think?

I'm already mapping out my Spring-Cleaning Week – and as mentioned previously, it isn't limited to just the "dust busting" tasks. Every area of my world is going to feel the spring-cleaning blast of fresh air and sunshine!

I guess calling National Spring-Cleaning Week a "celebration" would be a bit strange. I guess I'll call it a weeklong "cleanse"

What kind of Spring-Cleaning are you doing this year?

(From national-cleaning-week/#history):



Maintaining a clean environment helps to lower the spread of viruses, bacteria, and other pathogens that cause diseases and trigger allergic reactions. It also prevents the growth of mold in our living spaces. Furthermore, a clean space is closely associated with improved moods, decreased stress levels, and enhanced productivity.

Treasurer's Report



By: Deborah Fischer
Treasurer, NFBPWC 2020-2022 treasurer@nfbpwc.org

April is National Arab American Heritage Month

(NAAHM) and celebrates the heritage, culture, and contributions of Arab Americans.

An estimated 3.7 million Americans have Arab roots, according to the Arab American Institute, with ancestries traced to 22 countries in the Middle East and North Africa, including Lebanon, Syria, Egypt, Palestine, Morocco, Iraq, Jordan, Yemen, Bahrain, Tunisia, Algeria, Sudan, Qatar, Saudi Arabia, United Arab Emirates and others.

To learn more about Arab American Heritage month go to:
<https://www.history.com/topics/21st-century/arab-american-heritage-month>

Don't Forget:

File Form 1040 or 1040-SR due date is April 18, instead of April 15, because of the Emancipation Day holiday in the District of Columbia – even if you don't live in the District of Columbia. If you live in Maine or Massachusetts, you have until April 19, 2022. That is because of the Patriots' Day holiday in those states.

NEEDED – Nominations for Treasurer for the 2022 – 2024 Term!

I am happy to discuss this position with anyone interested! This is an exciting position as I have gotten to be a part of an exciting executive committee and hear firsthand of all the wonderful things and events that NFBPWC does.

We use QuickBooks Online, and it automatically downloads all bank account activity making the reconciling effort fast and easy. I am also maintaining a list of actions to assist in future financial transactions.

May love and friendship keep your days bright!

Deb Fischer
treasurer@nfbpwc.org
720-280-3513

NFBPWC Young BPW

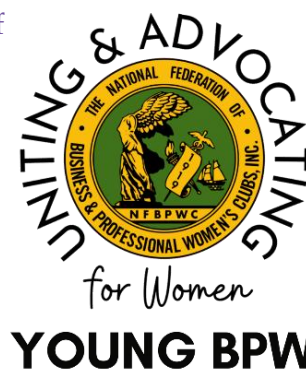
By: Ashley Maria
Young BPW Chair, NFBPWC

Congratulations to our Young BPW members in NYC, Djenabou Bah and Emily VanVleck, for an incredible presentation about their work on the Afghan Women Project, as well as their work on the CSW Event "Achieving Economic Empowerment for Displaced Business and Professional Women." We are so proud of the work they are doing to help women everywhere.

You can watch the recording of their Afghan Women Project presentation given to Young BPW members and soon their CSW event presentation here:
<https://nfbpwc.org/Afghan-Women-Project>

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!

NFBPWC stands with our newly minted American sisters!

Join us as we work to empower displaced Afghan women to continue to support themselves and achieve the many rights and dignities that all Americans enjoy today.

March 2021 Video: Learn more about this NFBPWC project



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

Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to exchange ideas and information. We even host an international conference for Young BPW every 3 years!

Email Ashley Maria at youngbpw@nfbpwc.org to get involved as a Young BPW or Student today!

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



@YoungBPWUSA



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

Immediate Past President's Report

By: Sandra Thompson, NFBPWC's Immediate Past President



The first week of the Commission on the Status of Women was truly exciting. My hope is that many of you attended and were inspired as much as I was.

Last year we hosted one Parallel event with the showing of *Pioneer in Skirts* by our own Ashley Maria and Lea-Ann W. Berst. It was an amazing event and set the bar very high for future endeavors.

This year we hosted two Parallel events and they met the challenge with two very informative and professionally organized events. I was very proud to be a member of BPW and want to thank the organizers and behind the scenes people for an amazing job.

The first event Gender Inequality in the Contrast of Environmental and Disaster Risk in the Military was hosted by Sher Singh and Alice Gallop West with technical support from Barbara Bozeman and Marsha Ribner-Cady. Their panel was comprised of a group of women who have served in the military some of them in combat and the effects that this has had on their lives. I learned a lot and admire these ladies a great deal. There is some legislation that they are working to have passed that we will be hearing about more later on.

The second event was Achieving Economic Empowerment for Displaced Business and Professional Women hosted by Nermin Ahmad and Vokya Soto with technical support from Suzette Cotto. Their panel was a group of ladies who were immigrants. Two of them were young ladies from Afghanistan who have recently come to the United States. One of the panelists was a United States citizen who immigrated to France. They shared their experiences of moving to a new country and how that adjusted to living in a new country.

Both of these events were recorded, and the recordings are on our: <https://www.nfbpwc.org/UN-CSW>. I urge you to take the time and listen to both of these programs.

A HUGE thank you to Sher, Alice, Nermin and Vokya for a fabulous job and making us all proud to be members of NFBPWC.

Environment and Sustainable Development Committee



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

This will be the last newsletter entry I will be writing as Chair of Environment & Sustainable Development (ESD) committee of NFBPWC. Thank you for taking the time to read the newsletters, share your ideas and thoughts, and support the ESD committee's initiatives and events over the last two years.

Due to the nature of my job, I am quite used to coping with depressing news, especially those related to environmental and subsequent socio-economic calamities. Even so, this past year has been extremely challenging. It started with a series of wildfires and floods amidst the already unprecedented level of hardships due to the pandemic. Then the IPCC report came out in August, where top scientists from around the world concluded that we

have until 2030 to get our act together to avoid the worst impacts of climate change. It was also noted that some impacts, such as sea level rise, are already irreversible, and the best-case scenario—if we manage to cut our greenhouse gas (GHG) emissions by 45% by 2030—includes the demise of 70% (or more) of all coral reefs globally because of the warming ocean waters, increasing acidity, and pollution. The frequency and severity of various disasters that destroyed and displaced communities around the country (and the world) have become overwhelming and almost unbelievable. With so little time left until 2030—less than eight years—I found myself reevaluating the scale and impact of my work. Was I doing enough? Was I positioned to have the most impact that I could possibly have? Eventually, these questions led me to the decision to transition from running my own consulting practice to joining a bigger organization with a global platform and a shared sense of urgency. I will start my new role in early April.

Unfortunately, one of the trade-offs I must make to forge ahead on this new path is the chairship of the ESD committee. I trust that the dedicated members of the ESD committee, with the support of NFBPWC's Executive Committee, will continue to make strides. I would like to express my deep gratitude for their enthusiasm and support during my tenure. I will stay engaged with NFBPWC as a member of the Virtual Chapter and remain available as a resource.

For the year ahead, the ESD committee is focused on promoting small daily actions we can all take to minimize environmental impact and to create/support business and professional opportunities for our members as a result. We have some exciting things coming up in the next couple months, including:

- April 22nd @ 7.30pm EST: Earth Day virtual event: <https://www.nfbpwc.org/event-4767226>
- May 6th @ 7.30pm EST: Webinar on how to manage your business sustainably with Green Business Tracker, in collaboration with Green Business Engagement National Network (GBENN): <https://www.nfbpwc.org/event-4767466>

Thank you all for supporting me in the last two years. It has been a privilege to serve you as Chair of the ESD Committee.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

As you choose your pesticide-free plants and seeds, select species from a variety of plant families. Diversity is the key to inviting pollinators to your garden and/or potted plants. Bookend plants that bloom Spring through Fall.

Willows are the first bloomers feeding new bumblebee queens as they emerge from their winter nests.

Borage blooms before the tree canopy is established.

Wild Geranium, Golden Alexanders, and the Viola family are Spring food for many early emerging native insects.

Summer plants include the Mint family, Bee Balm, Native Thistle (not invasive Canadian thistle), Milkweed, and Verbena family.

Wrap up Fall season with Asters, Goldenrods (do not cause allergies as falsely attributed), Sunflowers, and Black-eyed Susans.

A good resource for native plants is: www.nwf.org/NativePlantFinder.



Health Committee Report

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

Health Committee Meets on the 2nd Monday of every Month at 4:00pm PST. For more information email: Health@NFBPWC.org

International Relations Chair Report

By: Sandra Thompson, NFBPWC's International Chair, international@nfbpwc.org



BPW International has develop the new BPW International Business & Services Directory, www.bpw.directory. It is a web application service that is free to all members.

This directory will showcase the competencies of members, facilitate international networking give members the opportunity to contact experts. You can register now and test and evaluate the new directory. Feedback can be sent via the Feedback link until April 2022. This will help with the final adjustments and improvements.

BPW International is the first and only large worldwide women's organization with a Business & Services Directory where its members can introduce themselves and network

for free.

If you are a businessowner be sure to check this out.

Also, don't forget that our Regional Meeting will be next January. Go to our website under events and check out the video about this event and St. Kitts.

Lifelong Leadership& Learning (L3) Report

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



KATHY TELBAN, L3 CHAIR



JANE TAFF, L3 VICE CHAIR

The committee members and facilitators are busy implementing the L3 Strategic Plan.

We have been reviewing and identifying what can be improved in all the L3 training modules and will be including the new NFBPWC branding logo and colors. This should be complete by May. You will also see updates on the L3 website pages that will provide more information on the training modules so you determine which modules you would like to be delivered to your affiliate at an upcoming meeting. At the Biennial Conference in August, you'll can get a taste of what we have to offer.

Right now, you can register for our upcoming Town Hall and two follow up trainings. These are being promoted at our CSW parallel events and we want you to join us!

Town Hall: The Great Negotiation – Coming back with a R.O.A.R.

April 1st 7:30 – 8:30

Over 33 million in the US alone have left their jobs and over 2 million women have left the workforce!

Some call it the Great Resignation or the Big Quit.

The last pandemic was in 1920's and when we re-emerged that era was called the roaring 20's because of all the energy and openness to change. The 2020's give us a similar opportunity that can shape another "roaring" decade. Today, the concept of re-emerging can be applied to our careers. However, even though the opportunities may be plentiful, and you may be itching to make up for lost time, to be a roaring success in the 2022 job market, you need to take a step back and follow a plan – Reflect on what's important to you and what you have to offer, identify your Objectives, list your Accomplishments and determine the Resources you'll need.

Come to our Town Hall, share what you've experienced, reflect on what you need and want, and find out how to come back with a R.O.A.R.

Our key speaker is Cyndi McCabe, a career coach, who has worked with a broad spectrum of clients ranging from college students and recent graduates preparing for their first job to working adults who find themselves at a professional crossroad for a variety of reasons, including job loss, relocation, or retirement

Delve further by registering for these two training sessions:

May 10th 7:30 – 9:00 EST

The Art of Networking and Resumes

Creating and building networks is a critical life skill that will help you both personally and professionally. It's not only about who you know, but what you know about who you know. It's about developing and delivering a memorable elevator pitch so others know about you so they can connect you with others. It's about leveraging your contacts and using the latest technology tools so you can connect in ways you can't even imagine. And, it's about marketing yourself with a targeted, key word rich, accomplishment-driven resume that will make it through scanning software and put you in front of the decision-maker.

May 24th 7:30 – 9:00 EST

Interviewing and Negotiating for Your Ideal Role

Interviewing essentials of preparation, practice, and performance are critical to landing your ideal role. Doing your research on the organization and the job as well as knowing the opportunity you are looking for is the first step. The second step is preparing and acing behavioral interview so you can provide the best examples of the critical skills needed and stand out from the crowd. Finally, being able to determine what to negotiate for and how to effectively negotiate for what you need will position you in a whole new way.

Have a background in training or want to learn more about L3? Join us! We meet every 2nd and 4th Friday at 8am PST via zoom. Contact us at L3vicechair@NFBPWC.org for more information.

Mentoring Committee Report

By: Dr. Trish Knight
 Committee Chair, Mentoring Committee, NFBPWC
 Committee Members: Bessie Hironimus and Nermin Ahmad

To learn more, contact: mentoring@nfbpwc.org

The Mentoring Program is ready to go again!

Effective April 1, applications will again be accepted for those wanting to serve as mentors and those seeking guidance as mentees. Online applications are on the NFBPWC website: <https://www.nfbpwc.org/Mentoring-Program>. The application process will close May 31 for this session.

We have taken a break to review some feedback from past participants to best move forward with the program.

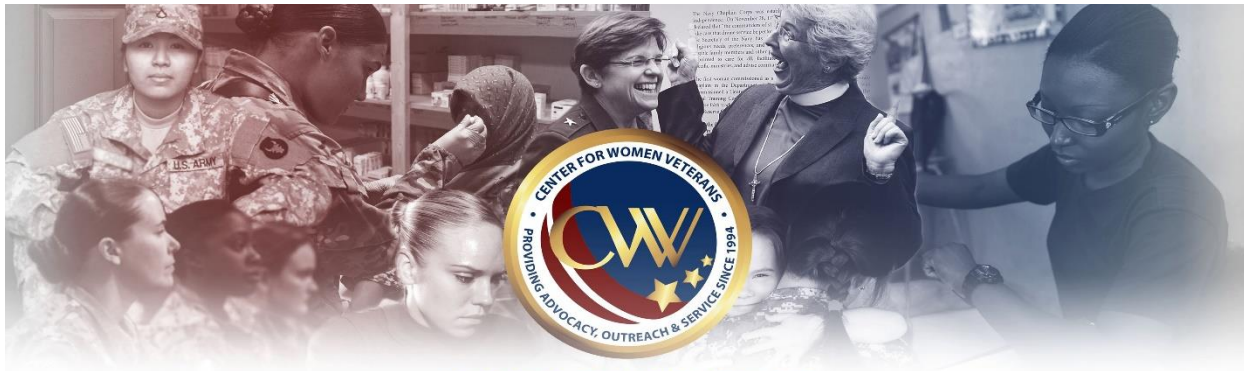
Here is how the program will work:

- Apply to share your expertise in a specific area and offer to mentor someone seeking guidance in that field, and,
- Submit an application seeking advice or information about your expertise.
- The application comes to the Mentoring Program chair, who will review it and seek to match your submission with a member.
- An initial meeting to see if you are a match will occur.
- If you feel the proposed match can benefit each other through a series of meetings, you will complete an agreement outlining the goals and proposed timetable.
- During the mentoring process, the Mentoring Chair will connect with the partnered members to ensure that the goals and progress of the relationship are on track.
- After the mentoring process, each member will complete an evaluation form.

Mentoring is a member-benefit program, and there is no age limit to becoming either a mentor or mentee. You may be a Young BPW or a new or seasoned member. If you have experience or are seeking information about leadership development, changing careers, starting a business, learning a new skill, running for office, enhancing your current business or trade. Sign up today!

For additional information, email mentoring@nfbpwc.org

Military-Affiliated Women Report



WWW.VA.GOV/WOMENVET

Most everyone is familiar with the acronym “VA” and that it stands for Veteran Affairs, or more accurately Department of Veteran Affairs.

Under the umbrella of the VA is the Center for Women Veterans or CWV.

The CWV was established by Congress in November 1994 by Public Law 103-446.

The mission of the CWV is to monitor and coordinate VA’s administration of health care, benefits, services, and programs for women veterans. The CWV serves as an advocate for cultural transformation and to raise awareness of the responsibility to treat women veterans with dignity and respect.

The responsibilities of the CWV include:

The Director (Lourdes Tiglaio) serves as the primary advisor the Secretary on Department (VA) policies, programs, and legislation that affect women veterans.

Monitors and coordinates with internal VA offices on their delivery of benefits and services to women veterans.

Liaisons with other federal agencies, state and local agencies and organizations, and non-government partners.

Serves as a resource and referral center for women veteran, their families, and their advocates.

Educates VA staff on women veterans’ military contributions.

Ensures that outreach materials portray and target women veterans with images, messages, and branding in the media.



Promotes recognition of women veterans’ military service and contributions by sponsoring activities and special events.

Coordinates meetings of the Advisory Committee on women veterans.

Many links and resources for women veterans can be found through the CWV page on the VA website: <https://www.va.gov/womenvet/>

Submitted for your consideration.

Respectfully,
Barbara Bozeman, MSgt, USAF (retired)
Military Affiliated Women Chair

Special Committee Report for Afghan Women

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

Committee Members: Nermin Ahmad, Voyka Soto, Megan Shellman-Rickard, Kathy Kelly, Emily VanVleck, Djenabou Bah, Sher Singh, Daneene Monroe Rusnack, Nesli Cakiroglu, Eva Richter

Afghan Women Project

The AWP Team is maintaining close contact with the Afghan Women from Fort Dix who are resettling across the country. We have paused the cultural competency and practical training under a modified L3 program, in favor of a free English as a Second Language training program provided gratis through 3 wonderful volunteers (Sydney, Ellen and Arlene) from NYC's City Tutors. The WhatsApp group is running gangbusters, and the Khahari (Sisterhood) club is now being led by an Afghan NYC student member, Shaheda, so that it provides a multi-lingual option for women to share experiences and life hacks.



Highlights

NFBPWC sisters continue to step up to welcome women arriving in their states. Mostly via zoom, there is some excellent mentoring and allyship happening. Thank you!

IFBPW President Bosshart requested a briefing on the project from the AWP team and is seeking ideas on how to adapt some of the tools for arriving Ukrainians in Europe. The President of BPW Brazil asked for additional information.

On March 10th, Emily VanVleck and Djenabou Bah hosted a Young BPW presentation introducing the AWP project to members from 5 different countries. The intention was to garner increased support and engagement from YBPW members to become zoom friends, Allies, and mentors for the women. The recording can be found on the national site. One of the coolest suggestions was to set up a twinning program with other chapters.

Lessons learned through the project were used to inform a 90-minute presentation and discussion as an affiliate program for CSW66 entitled Achieving Economic Empowerment for Displaced Business and Professional Women. The event was led by Co-Chairs Soto and Ahmad, working closely with Young BPW representative VanVleck, National President Shellman-Rickard and National Public Relations Chair Suzette Cotto. It was structured as a seminar, with panel discussions, and focused on the similar needs of business and professional women on the move, regardless of the impetus for their relocation.

The first, and powerfully moving panel, encompassed three courageous and positive Afghan women, two displaced by the fall of Kabul, and one caught in the US, unable to return home. The second panel consisted of Americans, one Paraguayan who moved to the US, one American who moved to Belgian, and a Black American who moved through and out from under dominant men in her life – each one to succeeding in their new lives. The final panel consisted of Immediate Past President Hellen Swales of New Zealand, and Member of Parliament Louisa Wall. They addressed the multi-ethnic base of women arriving in New Zealand and spoke to climate change refugees with no ability to return to their disappearing countries. Despite having to catch a flight on official business, and being interrupted as she prepared to speak, HE Ms. Wall was able to make a video of her message under the wing of the waiting aircraft, text it to Ms. Swales, who texted it to Ms. Shellman-Rickard, who seamlessly played it at the right time. An amazing example of a global sisterhood!

During this event, the chat function lit up – with comments, support, and information. We were honored to have well over 99+ attendees, with Presidents from clubs such as Spain, Brazil, the United Kingdom, New Zealand, and of course the United States. The energy was profoundly high, even though this was all done via zoom, and the questions reflected the immense importance of understanding the infrastructure required in support of Business and Professional Women who move to new lives. They must be able to thrive in their

reception locations, and not give up their training, experience, or aspirations! We were honored to have the Ft. Dix FEMA Representative join for the later half of the presentation as well!

If you are interested in welcoming these new Americans, and answering their questions of offering the hand of friendship please contact us at Afghanwomen@nfbpwc.org, visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>, and if interested email us for the credentials to join our Monday or Friday meeting at 1 pm EST. We are opening one Monday a month for Young BPW and 2 Fridays a month for members generally to learn about the effort and what kind of help is needed!

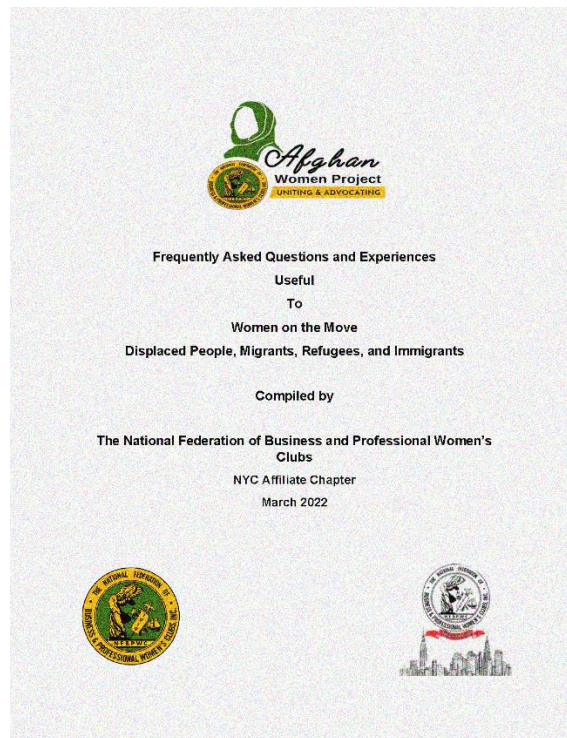
The Afghan Women Project Guidebook is now available...

The PDF version can now be found on the NFBPWC Website at: <https://www.nfbpwc.org/Afghan-Women-Project/>

Or, for immediate download at:

https://www.nfbpwc.org/resources/Afghan%20Womens%20Project/Afghan%20Womens%20Project%20Guidebook_Final.pdf

Or, click on the image below to view it as a Flipbook (link: <https://anyflip.com/shyf/wbpz/>)



Digital Training Committee Report

By: Marsha Riibner-Cady, Digital Trainer, NFBPWC 2020-2022
DigitalTraining@NFBPWC.org

The digital training team meets the first Wednesday (April 6th) of the month at 5 pm Eastern via Zoom here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIiZWFiSVBldz09>

Each month we focus on what our attendees need. We are here to help anyone who needs information or assistance with all thing's technology. Some months we spend some time focusing on specific topics.

At our March meeting the Website Committee Chair Lea-Ann W. Berst presented the members only area of the NFBPWC.ORG website. She showed us the new resource library, growing the blog area, and much more! Lea-Ann did a great job showing us around the website! Please take time to fill in your profile and contribute to your state page, blog, and look at the resource library.

A special thank-you to the NYC member who spent time with me so she could understand how to set up her profile on NFBPWC.ORG!

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.

We are looking for NFBPWC members who are interested in stepping into a leadership role with our committee. We specifically need someone who is familiar with iPhone and tablets as sometimes helping someone with technical issues requires more understanding of that technology.

Diversity Equity and Inclusion Committee Report

By: Sher Singh, DEI Chair, NFBPWC 2020-2022
DEI@NFBPWC.org

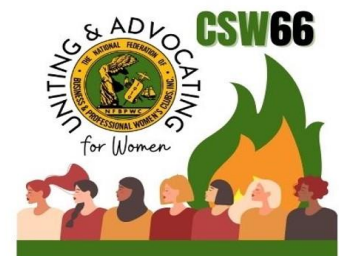
Article Submission By: Alice Gallop West & Sher Singh, Parallel Event Moderators

CSW66 Parallel Event: Monday, March 14, 2022

Gender Inequality in the Context of Environmental & Disaster Risk in the Military

The journey to CSW66 started with the introduction of Alice Gallop West, BPW Virtual North Carolina and bestselling author *Camouflage Sisters*, *Silent No More!*, and Sher Singh, National DEI & Arts & Culture International Chairs from California.

After several organized facilitated meetings to brainstorm possibilities of programs to present most pressing to be addressed successfully by our BPW sisters, Alice and Sher were going to talk diversity. As it turned out we came to the table with environmental discrimination, health disparities, imbalanced gender inequalities, lack of identification by female veterans and the unsung heroes/sheroes - caregivers. Along with that, we reviewed the legislative bill that U.S. Senators Marco Rubio (R-FL) and Kirsten Gillibrand (D-NY) introduced the bipartisan and bicameral Presumptive



Benefits for War Fighters Exposed to Burn Pits and Other Toxins Act. Unfortunately, we did not get a response from them to be a part of our panel.

We also tried to reach out to Jon Stewart, who has a podcast and featured Burn Pits on one of his shows. Unfortunately, we did not get a response from them to be a part of our panel.

We were well on the road to CSW66 with vision and energy and a whole lot of possibilities! From November 2021 the East and West Coast BPW sisters made an agreement that failure was not an option!

This event was going to give its attendees a close eye view from a global perspective to downright crystal-clear experiences heard directly from female veterans and allies who were in support of them. A prominent documentary film on the plight and all who are affected by war and its effects. Clearly, war destroys communities and families and often disrupts the development of the social and economic fabric of nations.

The effects of war include long-term physical and psychological harm to soldiers, children, and caregivers, as well as reduction in material and human capital. We were covering miles on this journey and getting more excited as we interviewed our panelists!

With Sher's connections to BPW International, and the help of Latin America Regional Coordinator, **Diana Maria Barragan**, who connected us with a wonderful BPW sister from Guatemala, Maria Carmona Fernandez. Maria's credentials include international relations and cooperation for development, Maria works for the Spanish Agency for International Cooperation and Development managing and monitoring malnutrition programs. She also volunteers in a Foundation working with the garbage dump communities where she works

with the recyclers or pickers, women, and children. This Latin America BPW sister was awarded as the most prominent leader of the 15th edition of the European Academy of diplomacy.

We asked BPWI Arts & Culture committee member and BPW, Mumbai India President, **Jalpa Vithalani** to our illustrious panel. An impressive businesswoman, artist, gallerist, farmer, social worker, and reconnective healing practitioner. Jalpa founded Global Agritech in 1998 -- a pioneer in rose cultivation and was one of the first companies to bring greenhouse technology to India. She is the Vice President of the Western India Floriculture Association.



These two panelists were going to bridge the roads with burn pits and our veteran sisters. They were going to be our environmental discrimination and awareness link globally. We thank them for a robust and concise presentation of 11 minutes from their perspectives.

Alice moved into her lane, navigating the best roundup of panelists of topic related and experienced female veterans. We had the distinguished and several award-winning recognitions, **Stephanie Seldin Howard**, director, producer, and co-writer of the award-winning Weight of Honor documentary agreed to be one of our speakers.

Nationally acclaimed Veteran's and Women's Advocate & Activist 40 years amongst other leadership roles, **Diana Danis**. Founder/President of 1st US national social justice organization for women veterans and military women. She was the recipient of several awards, including American Forces Network, Europe - Multiple distinguished broadcast journalist awards.

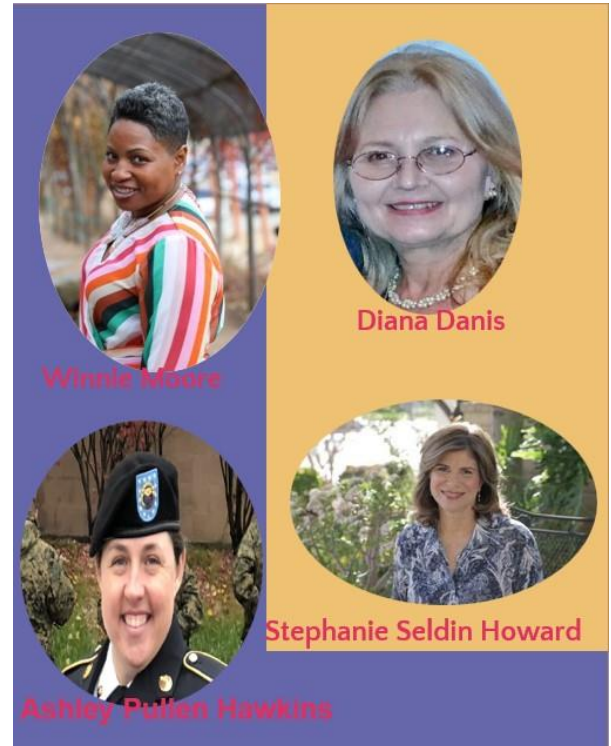
In 2005, Specialist **Ashley Pullen Hawkins** earned the Bronze Star with Valor, the first ever earned by a woman - launching her into history after a heroic act of bravery on the battlefield. Ashley served 'downrange' and lived yards within "Burn Pits", while stationed overseas. In 2021 Ashley was diagnosed with Triple Positive Breast Cancer during the pregnancy of her 5th child. She is experiencing the process of healthcare for female veterans currently as she told our attendees.

Winnie Moore, Sergeant First Class, United States Army, is currently serving on Active Duty stationed at Fort Rucker, AL. Winnie is a soldiers' soldier! She has been deployed three times, over the course of her 20 plus years of active service. She has completed two tours to Iraq, 2003 and 2009, once to Afghanistan 2011. Winnie is a 2 -time Best-Selling co-author of the Camouflaged Sisters series Behind the Rank Vol 2

Our road to this destination covered more than 100 plus hours of dedicated teamwork. With our arrival to the CSW66 on Monday, March 14th, 2022, with a 90-minute program that included video montage of information and encouragement to our participants. We had an impressive 65 people in attendance.

Our event went smoothly because we were prepared. We had great IT and moderators help. Thanks to NFBPWC Secretary, Barbara Bozeman and North Carolina's BPW president, Marsha Riibner-Cady.

We received positive feedback. Failure was not an option - and we reached our destination of this parallel event informing and educating all who attended. We have arrived at the preverbal fork in the road. Do we pursue gender inequity in the military, environmental or risk disaster, or healthcare for female veterans? Learn about Burn Pits, the legislative **bill S.191 - Burn Pits Accountability Act** - do it today!



Social Media Committee Report

By: Suzette Cotto, NFBPWC Social Media & Communications Chair

Digital communication is a universal language. Never have we had the opportunity to connect with others in the world as we do today. How do you use digital technology? Do you feel competent or left behind?

Our organization spans generations and continents. Our recent experience at CSW66 - the United Nations Commission on the Status of Women March 14 - 25, created forums for topics of interest that encompass sustainability. We are in a time of change and chaos as women experience environmental changes, global warming conditions and war.

Displacement is a big concern for each of these annual summits and this year the NFBPWC focused on two topics: Gender Inequality in the Context of Environmental and Disaster Risk in the Military, and Achieving Economic Empowerment for Displaced Business and Professional Women. We are enlightened and empowered around these topics. Thank you to everyone who worked tirelessly to make this information known.

How much do we really know about things outside of our own worlds? This experience was my second CSW conference in which I participated as part of the webinar technology and social media PR conversation. We spoke with women struggling to survive as refugees from Afghanistan. And, we spoke to Women in the US military and abroad, displaced as they dealt with little to no support for exposure to toxic chemicals as a result of burn

pits in countries where they were stationed. Things revealed were shocking and prompted me to want to know more.

I would not have visibility to these global issues without the ability to embrace digital technology. Virtual meeting software brings us together in ways we never could have experienced before now. Social media hashtags and mentions allow us to speak to individuals and about trending topics in real time. We don't have to participate as bystanders reading a newspaper with a transmission delay and filters imposed on us by an editorial staff.

We can participate with our own voices and speak directly to things we are passionate about. We can learn, like I did, about things I know nothing of, but because of social media and internet technology – I can.

It's up to each of us to do our digital due diligence. No matter your age or demographic, you can learn how to communicate in our world, authentically and in real-time. This is the truth as we have it now.

Part of our discussion in the UN CSW talks was about facilitating things like cell phones for refugee women. What a small cost with such a great return. Enabling communication for those who have been torn from their homes with nothing, seems like a great way to help them advance their situations. They can apply for jobs or assistance and stay connected to family and friends.

What can you do to create a conduit for change? I'm creating a hashtag to advance the conversation on our social media channels. You can now follow the hashtag #NFBPWC4Change on your social media to dial into things that our organization is doing to connect and create opportunity when and where needed. Together, we can achieve greatness as a cohesive entity. We are stronger together.

NFBPWC will be offering members only training in the coming months on technology learning around social media and digital business tools. Let's amplify good things, together. Let's create continuity and cohesiveness in ways that benefits others. There is so much work to do. Are you ready?

Engage with NFBPWC on Social Media



Organization Page:

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



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



Group Page

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



<https://twitter.com/nfbpwc>



Organization Page

<https://www.linkedin.com/company/nfbpwc>



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

April Is ...

April Highlights in US Women's History

- **April 2, 1931** – 17-year-old Jackie Mitchell, the second woman to play baseball in the all-male minor leagues, pitches an exhibition game against the N.Y. Yankees and strikes out both Babe Ruth and Lou Gehrig. The next day, the Baseball Commissioner voided her contract, claiming baseball was too strenuous for women. The ban was not overturned until 1992
- **April 5, 1911** – 100,000 to 500,000 people march in New York City to attend the funeral of seven unidentified victims of the Triangle Shirtwaist Company fire in late March
- **April 7, 1805** – Sacagawea begins helping the Lewis and Clark Expedition as an interpreter

- **April 7, 1987** – Opening of the National Museum of Women in the Arts in Washington, D.C., the first museum devoted to women artists
- **April 9, 1939** – Marian Anderson sings an Easter Sunday concert for more than 75,000 at Lincoln Memorial
- **April 13, 1933** – Ruth Bryan Owen is the first woman to represent the U.S. as a foreign minister when she is appointed as envoy to Denmark
- **April 16, 1912** – Harriet Quimby becomes the first woman to fly an airplane across the English Channel
- **April 19, 1977** – Fifteen women in the House of Representatives form the Congressional Caucus for Women's Issues
- **April 22** – Earth Day, honor Rachel Carson today, a woman who changed America and greatly influenced the environmental movement with her revolutionary book, *Silent Spring*
- **April 26, 1777** – American Revolution heroine Sybil Ludington, 16 years old, rides 40 miles on horseback in the middle of the night to warn the American militia that the British were invading
- **April 28, 1993** – First “Take Our Daughters to Work” Day, sponsored by the Ms. Foundation, in 2003 it became “Take Our Daughters and Sons to Work”

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

BPW International News – President Dr. Catherine Bosshart

By: Dr. Catherine Bosshart, BPW International President

(Source: *BPW International Email Newsletter dated March 20, 2022*)



Dear Presidents of BPW

Dear Members

We are confronted by challenges that we neither wanted nor expected. BPW International is very concerned about the war in Ukraine. We have an Affiliate Club in Ukraine, **BPW Chernihiv**. We ask our members all over the world to light a special candle for our members in crisis and in war zones at their Candle Lighting Ceremony and to remember them all in a minute of silence.

With the fundraising campaign of BPW International we want to fund *three* activities:

- help our club in Chernihiv to survive
- help for women and children-refugees on their way to the Polish border through funding of an institution which gives support to the refugees in Lviv and for
- Ukrainian Women who are about to settle in a country to help them to prepare themselves for the local job market and to pursue their careers through language courses, skill building etc.

Julia, the president of the Chernihiv Club still has access to the bank and can buy food for people living in the shelter to where she had to flee due to her house being bombed. In any case, the money collected will benefit the club members in Chernihiv, women and child-refugees on their way out of the Ukraine and Ukrainian women to find a new professional life. We ask for your solidarity and your donation on the [> International Webpage](#).

Our thoughts are with our members in the war zone in Ukraine, but also with the many women and children displaced from their homes. The need to help is great.

Now is the time when BPW International has to stand, to work and to act together. Only as a united organisation and sisterhood will we be strong. Help in the context of your own country, and support BPW International to take action where it is needed. Follow BPW International's suggestions on how we can make a big impact together thanks to the trust placed in our organization. I am grateful for everyone who helps the Ukrainian refugees and our Club in Chernihiv (Ukraine).

In addition, CSW66 is in full swing and on 8 March we were already active with events for International Women's Day. As usual, you can find everything on our website. Click onto [> News](#) and scroll through all the news, invitations and information we provide there.

And besides all this, we must not lose sight of the COVID sufferers and the consequences of the pandemic. Challenges that will continue to affect us.

I wish you much strength for all these demands that are placed on you and on all of us. In the meantime, let us also think of beautiful and peaceful things so that we do not lose our confidence.

With best regards,

Dr. Catherine Bosshart
BPW International President

BPW Topical - BPW International Help for Ukraine



BPW International is very concerned about the war in Ukraine. We have an Affiliate Club in Ukraine, **BPW Chernihiv**.

With the fundraising campaign of BPW International we want to organize help for our club and for women and child-refugees.

In doing so, we will see if we can have relief supplies transported. We ask you to report to the President's office information about existing and reliable transport services known to you. In any case, the money collected will benefit the club members in Chernihiv and women and child-refugees.

We ask for your solidarity and your donation, if it's possible for you to do so. Thank you very much.

[> Donate now](#)

Options for BPW International Help for Ukraine

A relief action was immediately set up, published on the website and on social media, which will work in the name and under the trust of BPW International. In order not to disperse BPW aid, we request you to make your donations through BPW International's link. From the money collected we will support aid projects that are registered with us. We will send funds to BPW Chernihiv, and if available, we will support transport of relief goods, as there is a lack of everything.

We ask for your understanding that at the international level only BPW International collects on behalf of BPW; BPW International does not want to jeopardize the trust that the worldwide organization enjoys. We are responsible for ensuring that the money reaches its destination, and that collection and distribution is secure.

You have three options:

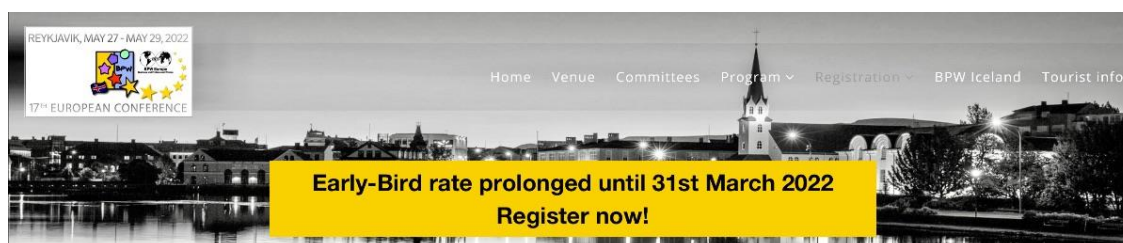
1. BPW Federations or Affiliate Clubs **prepare a project** on how to help the Ukrainian refugees **in their countries** in a sustainable manner (from distribution of goods to skill building, language lessons, support in childcare etc). The projects need to be sent to [> BPW International](#) with a budget and a description as quickly as possible. We, the Executive Board, will look at these projects and allocate the money to those

Federations and Affiliate Clubs. **BPW International needs to have lists of how this money was allocated and who was responsible for the distribution.**

2. Part of the money which we receive goes directly to the Ukraine to an **institution which is already providing refugees with shelter and food** on the way to the borders with Poland.

You will do a **project** out of your own means e.g. you are responsible for the money collection **in your country and for the distribution.**

BPW International European Conference 2022



27-29 May 2022 in Reykjavik

Early-Bird Prices extended until End of March 2022 - The Conference Administration informs us as follows:

Jóhanna Kristín Tómasdóttir, President BPW Reykjavík, Iceland: "When everything changes, change everything" (Neale Donald Walsch)

It is with great pleasure that I announce that **BPW Iceland has decided to further extend the Early-Bird rate of the conference until 31st March 2022.**

The main reason for this extension is the lingering effect of COVID-19 on our lives. The Icelandic government has lifted all COVID-19 restrictions. Although it seems to be kind of over, there are still many who are uncertain of whether we are in the clear.

Another reason is the price. We do realize that Iceland is an expensive country and we want to make sure that everybody who wishes to visit us and participate in the conference, can come at the least expensive price we can offer. We do hope that this leeway opens the doors for many more of you to come and visit us in May.

Register on the [Conference website](#), where you can also find all information about the Conference.

BPW International - Obituary



Arlette Neyens, Past President of BPW Argentina

Arlette Neyens departed from us in February 2022 at the age of 85. She graduated in Humanities in Buenos Aires, later became Director for Culture of Bariloche and Secretary for culture in the Province of Rio Negro. In BPW International she is known as the founder of the second Five-O project in Latin America, the Villa La Angostura High Institute of Art. In this function she conducted many projects in training and empowering women.

As her friend, Prof. Olga Ahumada states: "She was a responsible and tireless professional, painter, writer, photographer, journalist with unparalleled energy, eternal enthusiasm, wisdom and leadership." We in BPW International will miss her greatly.

[> YouTube Video 2021 \(ES\)](#) [> Website](#)

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



Congratulations to the Burbank club on two fronts. Club President Diane Reyes organized an in-person dinner meeting last month to finally celebrate the club's 100th anniversary. And member Gloria Salas was named the 2022 Woman of the Year for the 43rd Assembly District by Assemblymember Laura Friedman, for her community involvement and activism. Immediate Past State President Rosemary Enzer received the Hollywood club's Susan B. Anthony Award at their March meeting.

The Downtown Sacramento club added three new members. You can meet them at

their noon zoom meeting on the 12th. President Katherine Winans will gladly share the link.

The topic is on our State focus issue, sexual harassment in the workplace. Our Districts will hold conferences this



month as we prepare for the State annual conference in May. Happy Spring to all, and continue 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>

By: Evie Hudak, President, NFBPWC Colorado

BPW Colorado is keeping itself going, despite the challenges of low membership and a couple of struggling chapters. We held a special meeting of the Board of Directors in March, to plan our Annual Convention. The decision was made to have it on Saturday, **June 25**. The morning will be the Business Meeting, which will be held virtually via Zoom. In the mid- to late afternoon, we will have an in-person celebration to induct the new officers, hold the Celebration of Women event to honor the women selected by our chapters during the pandemic, do a candle-lighting ceremony, and enjoy food and drink. Members of the Board are still looking for an appropriate venue for the in-person event.

We are very excited that the item we put into the budget at the last Annual Meeting to pay for some help with Information Technology, particularly our website and social media, is finally being accomplished. Deb Fischer, our amazing chair of both IT and Membership, found a company that can serve us – and under budget! We are looking forward to what she can do to make BPW Colorado more accessible and recognized.

Our active chapters have continued to put on amazing programs; here are some examples:

- BPW Northwest Metro – in January, the woman in charge of the local Area Agency on Aging presented about how they respond to the huge growth in the population of seniors; in February, a doctor who works with the American Heart Association spoke about her own personal journey to take better care of her own heart health and what women can do to deal with this major cause of women's deaths; and in March, two women from local city councils talked about local housing issues, including what is being done to create more affordable housing in the area.
- BPW Virtual, in combination with BPW Denver – in January, they held a virtual Conversation Salon to give members a chance to chat with one another on current topics; in February, the author of *Gendered Citizenship: The Original Conflict Over the Equal Rights Amendment*, presented her research about the struggle to pass the ERA; and in March, members were encouraged to attend the virtual events associated with CSW66.

Despite the resignation of our Advocacy Committee chair (due to family issues), our Legislative Bills Subcommittee has been meeting regularly during the 2022 session of the State General Assembly. So far, the group has looked at 65 bills that align with our Advocacy Platform. Some of the most notable bills are the following:

- Pay Equity Study
- Continue Domestic Violence Fatality Review Board
- Reduce Greenhouse Gas Emissions in Colorado
- Reproductive Health Equity Act (codifies the right to abortion in Colorado)

- Establish Fair Housing Unit in Department of Law
- Vote Without Fear Act
- Preventing Identity-Based Violence Grant Program
- Improve Higher Education for Students With Disabilities
- Early Childhood Educator Tax Credit

We are sad that Sharon Simmons, our current 1st Vice President, is moving out of state. While she will continue joining us at virtual meetings through the end of the current fiscal year, she won't be able to continue with BPW Colorado after June. This is a big loss for BPW Colorado, but especially for me, since she was my "right-hand woman" for the last few years.

BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

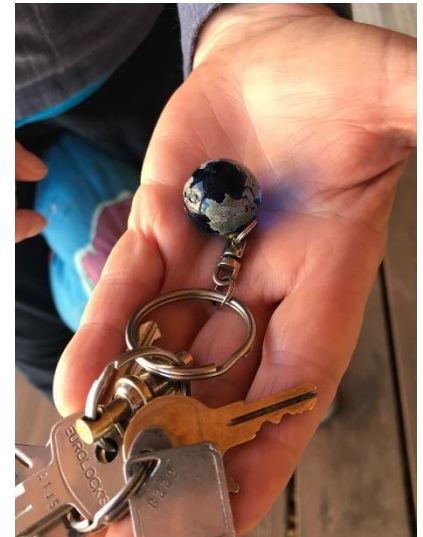
Happy Earth Day!

This year marks the 52nd Earth Day. The idea came from Senator Gaylord Nelson of Wisconsin and then he had a meeting with Denis Hayes whom Gaylord gave the task of organizing the original Earth Day event in 1970. It's interesting to note that Denis Hayes was a 25-year-old student at the time at Harvard Kennedy School but dropped out after his first semester to focus on the Earth Day grass roots movement and helped organize events for many years.

You can find a live or online event at EarthDay.org. Click on the EarthDay 2022 tab and it brings up a map of events happening all around the globe!

First and foremost, please plan on joining National Federation of Professional Women's Club (NFBPWC) for a special Earth Day event on Friday April 22nd. Hyon and the Environmental Committee will share some great tips and info at 5:30 pm Mountain Time for the Friday NFBPWC Happy Hour. Earth Day just happens to fall on Friday this year.

I've been attending BPW Europe meetings for over a year now and love how passionate and creative these ladies are. They are doing another Earth Day event this year but it's early - 6:30 am Mountain Time. But you can participate ahead of time. They are suggesting taking a photo or video and send it to them (see my photo as an example, my BPW buddy, Sharon Simmons gave me this keychain, one of the best gifts ever! Every time I cradle it in my hand I feel I'm holding love for the earth). If you have a globe or planet earth, you can include that in the photo or video along with your pledge for sustainability for the year ahead.



Pledges can be simple, "I pledge to keep fighting climate change" or "I pledge to reduce using single-use plastics" or "I pledge to strive for zero waste", or "I pledge to have no drive days every week."

Then they suggest posting on social media to your pages but also theirs at <https://www.facebook.com/BPW.Europe> and include hashtags #HoldingTheEarth, #EarthDayPledge and #GreenBPW.

Send your photo or video to their Google Drive between April 1 - 10th.

For details on how to add to their Google Drive and more info please see Slides 9 - 18 at <https://docs.google.com/presentation/d/1jRvcOkZfToj8mzUkJ2VN9Owp4gtdfO50/edit#slide=id.p10>

Enjoy the spring time!

YOU ARE A PART OF THE SOLUTION!

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

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

NFBPWC South Florida

Executive Committee 2021-2023:

President	Liz Benham
Vice President Advocacy	Marianne Miccoli
Vice President Membership	Mariela Borrello
Treasurer	Paulina Kucharska
Secretary	Mary Antoine
Immediate Past President	Susan Gingerich

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

By: Elizabeth Benham, President, NFBPWC South Florida

NFBPWC La Grange-Chicago

Executive Committee:

Kathleen Ray	President
Barbara Miller	Secretary
Barbara Yong	Treasurer

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

By: Kathleen Ray, LaGrange-Chicago BPW

Our local club treasurer, Mary Lou Lowrey, after many years of dedicated service, resigned February 19.

Member Barb Yong has taken her place.

NFBPWC Michigan

Executive Committee 2021-2022:

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

By: Shirley Zeller, President, NFBPWC Michigan

NFBPWC New York City

Executive Committee:

Nermin K. Ahmad	President
Devika Gopal Agge	1 st VP Membership
Nesli Cakiroglu	2 nd VP Advocacy
Djenabou Bah	3 rd VP Programs
Voyka Soto	Secretary
Open	Treasurer
Francesca Burack	Immediate Past President
Emily VanVleck	Young BPW Board Member

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

March has been busy with the Commission on the Status of Women – this is the 66th year, and it is once again virtual, with over 750 parallel events, including numerous BPW events (from different countries, by the International Federation of BPW), and two hosted through NFBPWC, including one hosted by NYC Executive Secretary Soto, President Ahmad and YBPW Lead VanVleck on BPW on the Move. National President Megan Shellman Rickard and Suzette Cotto provided extraordinary support throughout.

The March 12th CSW66 Big Apple Event virtual welcome to NYC was well attended, with representatives from some 9 countries. It was wonderful to see everyone, and to enjoy the welcome by Lead UN Representative Dr. Helena Finn, a welcome by National President Megan Shellman-Rickard, the demystification of CSW by Susan O'Malley, Chair Emerita of NGOCSW, Emily VanVleck for YBPW, and input from others.

Our Afghan project continues with great success and is documented in its own report. Our YBPW activities have been ramping up, under the leadership of Emily VanVleck! Stay tuned, as the new VP for Programs pulls together an exciting program of events for the spring and summer months.

NFBPWC North Carolina

Executive Committee:

Marsha Riibner-Cady	President nfbpwcnc@gmail.com
Barbara Bozeman	NFBPWC-EC Liaison
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook
Varnell Kinnin	SDG/ Advocacy
Jo Naylor	Secretary and 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 meetings, the third Thursday of the month at 8:00 pm Eastern by clicking on the link here:

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

Meeting ID: 830 7033 2328

Passcode: 612268

or contact Marsha at (252) 423-0819 (text is okay) for details or nfbpwcnc@gmail.com

Our March 17 meeting found us in our favorite green attire celebrating St. Patrick's Day. In honor of women's history month we introduced ourselves by talking about women who made history in our lives or around the world.

At our April 21st meeting we will be viewing recording of the CSW66 parallel event about the Afghan Women's Project. Please join us if you can.

BPW Members Take Part in "Women in Science Day"

at Aquarium on Roanoke Island

On Saturday March 12, Marsha Riibner-Cady and Elaine McKeown represented health sciences at the aquarium's day to honor women in science. Business and Professional Women members were front and center in the aquarium's event as the placement in the front lobby indicated. The crowd consisted of several hundred people curious about Marsha's CPR manikins and some that were interested in signing up for the training. Cady CPR Solutions is Marsha's own business endeavor.



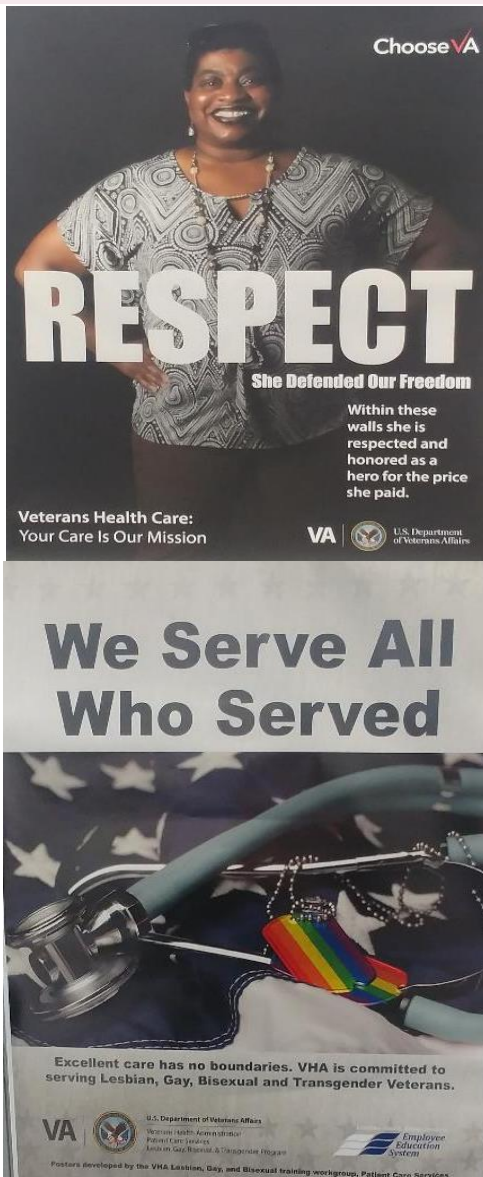
Elaine McKeown and Donna Atkinson, both retired medical-surgical registered nurses also were an attraction as they taught about the current day nursing careers available as well as historical facts. Fun was had with assisting youngsters to hear their own heart and lungs and choosing a child designed band aid for them to display proudly. We were also in the right location to start visitors on a fun and educational electronic scavenger hunt in which they were rewarded for finding all of the "famous women of science" posters placed at various locations around the aquarium. Our table had the Florence Nightingale poster as she was the founder of modern nursing.

The visitors at the event also had the opportunity to see several other marine biology and environmentally focused science displays and attend a special program in the theater. After a presentation, participants had the opportunity to ask questions of female staff with various degrees in marine science and related degrees.

It was a good day for celebrating and recognizing women's accomplishments and contributions to a variety of science fields. Business and Professional Women's organization can be proud of the fine representation we had at this community event.



I Love My VA! From Barbara Bozeman, USAF retired



April 6, 1989, I began an investment in my future. That was the day I woke up at 4am in my own bed, in Middletown, Rhode Island, and laid my head down to rest as an Airman Basic, at Lackland Air Force Base in San Antonio, Texas.

Today (March 25th), almost 33 years later, I appreciate the return on my 20-year investment. As an Air Force veteran, I receive some of my medical care through the Department of Veteran Affairs or VA at the Fayetteville Health Care Center in Fayetteville, North Carolina. Today, I headed to Fayetteville, to the Imaging Center for my annual mammogram. What a great facility! Clean, modern, and efficient – with a wonderful and attentive staff.

Walking around the facility, I had to say how much I appreciate the improvements and advancements and while there is no system that is perfect – there are good and positive things to be found and experienced through the VA. Today, though the timing of my visit caused me to miss it, today in honor of Women's History Month, they had a Women Veteran's Parade/Walk around the facility. How wonderful!



Wanted to share some of the images that impressed me the most – a few of the bulletins you see posted around the facility. Today, I appreciate how very far we have come – and I am grateful for what the Department of Veterans Affairs does to support me and my fellow veterans on a daily basis.



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

We met on Sunday, March 6, 2022 via Zoom at 7:00 p.m. Our speaker was Daneene Monroe Rusnak, our NFBPWC Second VP of Advocacy. She shared the "One Click" system that has been established on our national web site. Members were really impressed with her information and how easy it is to use. Plus, she shared the 313131 to our cell phones and inputting "advocacy" was another easy tool. Thanks, Daneene. This invention works. Getting a text that the Violence Against Women's Act was reinstated was the best new ever.

We were delighted to have an interested person named Elizabeth Caldwell join us. She found me on the NFBPWC.org under PA. She lives in south New Jersey but wanted to know more about our organization. Her dear friend from Nigeria told her to locate us. So she did.

I have been communicating with her and answering her questions. I have sent her our E Magazine to read.

Our BPWPA Winter Board Meeting was held on the weekend of March 11-12, 2022. We were given the opportunity to Zoom or come in person to State College. BUT we were having a snowstorm for Saturday. Our Friday night gatherings were done on Zoom as was our Saturday Board Meeting. I was able to report on NFBPWC and our news as well as the international work with the Afghan Women and that we have BPW sisters in both the Ukraine and Russia. Thank you to Zoom.

Cathy Collins and I have been on the National Membership Team meetings. I am busy preparing another article for the State Publication, The KEY. Hoping to highlight again our Afghan Women's Project and share our involvement in International BPW.

I am still working with the L3, (LifeLong Learning), I have attended the Facilitator Meeting on March 11, 2022 with Kathy Telban, Jane Taff and the other L3 Facilitators. It is quite the program as we work on the many facets to get it prepared. Plus we have another meeting on Friday, March 25 with the Facilitators who have signed on to be presenters of the modules. Enjoyed the Friday evening meeting, "Passing the Baton," held on March 4 that was hosted by the L3.

Can't say enough about all the information that Ginny Bailey places on our Facebook NFBPWC page. Between Ginny Bailey and Emily Holgash, they are finding information on women in history, STEM grants, Small Businesses opportunities, Zoom classes, and quite a bit more. This Facebook is a wealth of information. Keep sharing our information. Love seeing the information show up on other Facebook pages.

Lilly Gioia continues to work tirelessly to help with keeping us all in the know with any legislative news whether in PA or across the nation. Her messages are great to present at any meeting. She continually amazes us with her in-depth information that we can share at any BPW meeting. Thank you, Lilly.

March has been quite the month with the two sessions for the United Nations and the two CSW66 Parallel Events – Gender In equality in the Context of Environmental and Disaster Risk in the Military on March 14 and Achieving Economic Empowerment for Displaced Business and Professional Women on March 16. Kudos to the women who did these excellent presentations.

Last evening was a local BPW club meeting for me and we were featuring "Women Who We Admired in History." (National History Women's Month) I was the last to present and I shared my hat box. Inside I had a framed photo of Lena Madesin Phillips, a beautiful gray beaded purse, a fan, lace gloves and a hat of the 1920's that Lena would have worn. I passed Lena's photo around the room for all to meet her as I shared her fabulous life story. I shared about her education, her music abilities, working for the YWCA in NYC, her vision to help women by working together, sending letters to many women in 1919 to come to St. Louis, MO during a very hot July and plan for a permanent organization. Our first legislative platform was the equality for women through equal pay. But her story of establishing the National Federation of Business and Professional Women's Clubs was spell binding for no one was talking. They were listening to her dedication to being the Executive Secretary for the beginning years and finally the National President from 1926 to 1929. But the deal breaker was her pursuit to establish the International BPW by traveling throughout Europe to seek interest. She did it by August 26, 1930, the IBPWC was organized. They loved knowing how she led this group from 1930 to 1947 and that she actively traveled around the world until her passing in 1955. I left my presentation with one of her many quotes, "if our motive is right, if we have faith, vision and courage, accomplishment must come."

I was humbled as members of only a few months to many years wanted to know more about her. I was in my "teaching mode" and I was happy to share Lena with them. She will always be someone that I have admired.



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."

nfbpwc.org/join-us

Pennsylvania Advocacy Report

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

MARCH = WOMEN'S HISTORY MONTH - EQUAL PAY DAY - INTERNATIONAL WOMEN'S DAY:

Equal Pay Day lands on a different day every year. On March 15th it turned out that American women **"only" had to work 74 extra days into 2022 to catch up to what men earned in 2021.** Statistics may have been affected by the pandemic, but Equal Pay Day was eight days earlier than 2021. Research by the Institute for Women's Policy found that women who worked year-round in full-time jobs, compared with men, saw their income rise a whopping penny from last year regardless of their occupation or sector. National Women's Law Center research data from 2020 found unequal pay pervades 94% of occupations and shortchanges women hundreds of thousands of dollars over the course of a 40-year career. According to a 3/16/22 NPR report, over their lifetimes Latinas working full-time-year-round, stand to lose more than \$1.1 million and Black women will miss out on close to \$1 million in earnings. At a White House event with Team USA Women's Soccer members, President Biden stressed we cannot "be satisfied until Equal Pay Day is no longer necessary at all." President Biden called on Congress to pass the Paycheck Fairness Act. He signed an Executive Order ending potentially discriminatory federal hiring practices where prior salary history and pay-setting processes can follow women and workers of color from job to job, entrenching gender and racial pay gaps over time, CNN reported.

On March 15th all members of Congress, President Biden and Vice President Harris, received packages of children's art, drawings, paintings, collages, photography, digital art, sculptures and dioramas showing how they feel about a wage gap that directly undercuts the work of women. Collected for a contest by MomsRising, these Equal Pay Day artworks question why Moms and all women are being paid 17% less for every dollar paid to men. 2019 data showed that Moms who work outside the home full-time, make just 75 cents for every dollar paid to Dads. Artworks from kids ages 3-18 show they have a lot to say about unfairness. "We want to lift up their voices for Congress and the White House to hear loud and clear," MomsRising staff said. Children were asked, if all people were paid equally, how would that help kids and families?

In a White House Proclamation honoring Women's History Month, President Biden noted that Congress sent the Equal Rights Amendment to the states for ratification 50 years ago, and "it is long past time that the principle of women's equality should be enshrined in the Constitution." Biden underscored his appointment of "the most diverse and gender-balanced Cabinet in American history." It includes the first woman—a woman of color—to serve as Vice-President—Kamala Harris, the first woman ever to serve as Treasury Secretary and Director of National Intelligence, the first Native American woman to serve as a Cabinet Secretary, women leading the Departments of Commerce, Energy, Housing & Urban Development, along with the Small Business Administration and the Office of Management and Budget. A woman of color represents America on the world stage as United States Ambassador to the United Nations. "In addition, I established the first White House Gender Policy Council to advance gender equality across the federal government," the president said. "This Women's History Month, as we reflect on the achievements of women and girls across the centuries and pay tribute to the pioneers who paved the way, let us recommit to the fight to help realize the deeply American vision of a more equal society."

On International Women's Day at the United Nations, Secretary General Antonio Guterres warned that "In too many areas, the clock on women's rights is moving backwards," with COVID-19 a prime example. The crisis has kept girls and women out of classrooms and workplaces and contributed to rising poverty and violence, among other setbacks," Guterres said.

According to a UN News report, senior UN officials joined women activists, artists, politicians and others from around the world for an online event to mark March 8th as International Women's Day with the theme "Gender Equity Today for a Sustainable Tomorrow." This commemoration focused on the work of women and girls fighting for climate change and ending the COVID-19 pandemic. Sima Bahous, Executive Director of United Nations Women, said, "War must stop...impacts on women and girls, including the hundreds of thousands displaced...exact the highest price from women and girls." Meanwhile, climate change and environmental

degradation are increasing insecurity for individuals and nations with women and girls disproportionately affected. The President of the U.N. General Assembly, Abdulla Shahid, pointed out how, despite their contributions, women remain under-represented, under-supported and under-recognized in social, economic and political fields needed for sustainable recovery. “We must remove the barriers that prevent women from engaging,” Shahid said. American poet and activist Amanda Gorman contributed to the UN ceremony. Now 24, she gained international acclaim for her poem “The Hill We Climb,” delivered at U.S. President Joseph Biden’s inauguration. Her poem “Earthrise” was read at the UN event where she emphasized how “climate change is the single greatest challenge of our time,” and everyone has a role in protecting the planet.

VIOLENCE AGAINST WOMEN ACT FUNDING REAUTHORIZED:

Allowed to expire during the Trump administration, and languishing in the Senate ever since due to Republican opposition, the Violence Against Women Act (VAWA) was finally reauthorized to provide \$575 million in funding on 3/9/22. For the past three years Republicans refused to support a provision keeping dating partners, not just spouses convicted of domestic violence, from possessing guns. This provision, known as the “boyfriend loophole,” passed the U.S. House with the support of 29 Republicans, but Senate Republicans led by Senator Joni Ernst (R/IA) balked, bowing to pressure by the National Rifle Association. The VAWA renewal took on added urgency because of an alarming spike in domestic violence that coincided with the coronavirus pandemic. Sociologists find instances of domestic violence and child abuse increase during periods when families spend more sustained time together. The violence in homes becomes more frequent, more severe and more dangerous. Senate Democratic Majority Leader Chuck Schumer said, the Violence Against Women Act was “one of the most important laws passed by Congress in the last 30 years.” The 2022 version now requires the federal government to notify state and local law enforcement authorities when a convicted domestic abuser lies on a background check in an illegal attempt to buy a gun. Shannon Watts, founder of Moms Demand Action, a prominent gun control organization, said, “Because married women aren’t the only victims of domestic violence, we must close the dating partner loophole that puts so many unprotected women and children at risk.”

MAJOR NURSING HOME REFORMS PROPOSED BY THE WHITE HOUSE:

President Biden directed the Centers for Disease Control & Prevention and Medicaid Services to conduct a study of nursing home staffing levels and publish proposed new regulations within a year. Deeply concerned by declining quality of nursing home care and a growing trend toward investor-owned, profit-driven facilities, the administration seeks to establish minimum staffing levels and ramped-up inspections. White House officials outlined more than 20 separate actions, many of them sought by advocates, and opposed by the industry. The Biden administration is working to develop home—community-based care as alternatives to nursing homes, aware that nursing home residents represent a disproportionate share of coronavirus pandemic deaths. A new requirement for minimum staffing levels is the cornerstone of the plan. Too many facilities lack sufficient numbers of nurses, nursing assistants and other workers involved in providing direct care to patients, according to a 3/1/22 Associated Press report.

A White House document outlining the Biden Plan concluded, “Despite the tens of billions of federal taxpayer dollars flowing to nursing homes each year, too many continue to provide poor, substandard care that leads to avoidable resident harm.” Increasing the inspection budget by \$500 million would boost oversight by nearly 25%. The Biden Plan proposes a special inspection program that focuses on low-performing facilities and would raise fines on nursing homes that fail to improve. If necessary, Medicare and Medicaid payments would be cut off. More than 200,000 residents and staff of long-term care facilities have died during the pandemic, according to the Kaiser Family Foundation. While nursing home residents and staff account for a tiny share of the US population, they have accounted for more than one in five deaths during the COVID-19 pandemic. During the Trump administration nursing home infection control suffered, inspections were relaxed and fines for violations cut in half. The Biden Plan directs Medicare to strengthen infection control requirements and mandate facilities to employ on-site infection prevention specialists.

In 2022 more than half of the nation’s nursing homes are owned by for-profit companies and Wall Street Hedge Funds. The Biden administration plans to shine a light on a growing trend of private equity firms snapping up ownership of facilities, noting that the private equity stake in the nursing home industry grew from \$5 billion in

2000 to more than \$100 billion by 2018. The White House statement concluded, “Too often the private equity model has put profits before people, a particularly dangerous model when it comes to the health and safety of vulnerable seniors and people with disabilities.” Federal agencies will be directed to examine the role of private equity investors in the nursing home industry and “inform the public when corporate entities are not serving the residents’ best interests.” Toby Edelman with the Center for Medicare Advocacy told the HuffPost on 3/3/22 that the Biden proposals are “the most important set of changes proposed in nursing home care since the 1987 Nursing Home Law...the most far-reaching requirements of nursing homes in decades going back to a landmark Reagan-era law that created the first national standards for care.” Academic studies have linked for-profit ownership of nursing homes with poor quality and safety lapses. Research has repeatedly linked lower staffing levels and substandard care.

REFORM LEGISLATION AVERTS U.S. POSTAL SERVICE INSOLVENCY:

The most significant overhaul of the Postal Service in nearly two decades was passed with bi-partisan Congressional support and signed by President Biden, according to a New York Times report. Repeated efforts to revamp its structure and finances had been stalled in Congress as the Postal Service teetered on the brink of insolvency. The Biden administration said they supported “efforts to strengthen the United States Postal Service, including by providing Postal employees with the dignity, fair pay and employer-provided benefits they have earned.” 2020 marked the 14th consecutive year the Postal Service incurred an annual loss. Its revenue comes mostly from the sale of postage and other products. Without Congressional action, lawmakers warned the agency could run out of cash by 2024. The bill requires employees to enroll in Medicare when they are eligible and removes a 2006 mandate forcing the agency to cover future health care costs decades in advance. These changes will save the agency about \$50 billion over a decade. The Postal Service will begin providing data that customers can search using a street address, zip code or P.O. Box. Also, the Postal Service is mandated to maintain a delivery standard of at least six days a week. Regular reports to Congress will provide updates on the agency’s financial status.

Last fall the Postal Service began a postal banking pilot project in four locations in Washington, D.C., Falls Church, Virginia, Baltimore, Maryland and Bronx, New York. The USPS offered banking services for more than 50 years, but stopped in 1967. University of Michigan research has found that one-in-four U.S. Census tracts, which are home to 21 million people, do not have any banks within their borders. Advocates for postal banking have highlighted how the private sector often charges high fees for check cashing services and that historically disadvantaged communities are disproportionately impacted by them. The push for postal banking has gained steam in recent years. Porter McConnell, co-founder of the Save the Post Office Coalition, praised USPS for launching the pilot, but said it was “not enough. Given that experts and elected officials have been calling on the USPS to pilot postal banking for years, these pilots are long overdue,” said McConnell, the daughter of Senate Minority Leader Mitch McConnell (R/KY). “They are late to the party, but they have at least rung the doorbell.”

NEW TREASURY REPORT EXPOSES EMPLOYER TACTICS USED TO SUPPRESS WAGES:

Based on recent research, a new U.S. Treasury Department report concludes that lack of competition in the job market costs workers, on average 15-25% of what they might otherwise make, according to a 3/7/22 New York Times report. The common use of mandatory non-compete agreements bars workers from moving to a competitor. Mandatory non-disclosure agreements keep them from sharing information about wages and working conditions—critical information for workers to understand their employment options. Some companies make no-poaching deals with other companies. “If we just stop competing, it will be better for everybody,” is how University of Michigan Economics Professor Betsy Stevenson characterized such business tactics to keep wages as low as possible. “There is a long list of insidious efforts to take power out of the hands of workers and seize it for employers’ gain,” said Seth Harris, Deputy Director at the National Economic Council. Other factors suppressing wages include the out-sourcing of work to contractors. Mergers and acquisitions among consolidating hospitals, nursing homes, food processing companies and other industries also suppress wages. Such practices have reduced competition for workers by curtailing the ability to seek better jobs. Until recently the Treasury Dept. report contends that employers often face little competition for their workers, allowing them to pay substantially less than they would otherwise. The report follows up on a promise made by President Biden last summer when he issued an Executive Order directing the administration to address

excessive concentration in the market for work. Seeking an explanation for why pay for a large share of the American workforce is barely higher after accounting for inflation, than it was a half-century ago, Professor Stevenson said, “the fact that workers are getting less than they used to is a long-standing problem.” Employers facing little competition for workers are more likely to offer few benefits, impose dismal working conditions, unpredictable just-in-time schedules, intrusive on-the-job monitoring, poor safety and no breaks. Is it any wonder, considering these factors, that the “Great Resignation” across the country has seen millions of workers quitting?

Workers at more than 100 STARBUCKS in 25 states have filed petitions for union elections after three Buffalo Starbucks locations unionized. Starbucks workers in Chicago, Boston and Seattle are scheduled to vote or are likely to vote in coming months. For working women, one of the largest steps toward achieving equality on the job is through union membership. An AFL-CIO report notes that 42% of working women in the U.S. are the primary earners for their households. The U.S. Labor Department’s Bureau of Labor Statistics noted that in 2021 union women made an average of 23% more than nonunion women. As of 2019, the latest year available, 95% of union members had access to employer-provided health care benefits, as opposed to 68% of nonunion workers. Similarly, 94% of union members had access to retirement benefits, as opposed to 67% of nonunion workers. One of the answers to ending the wage gap is having a union. According to the U.S. Labor Department, being represented by a union reduces a woman’s wage gap by nearly 40 percent in comparison to the average pay gap of nonunion women. In government, the most heavily unionized sector, women are 57.6% of the workforce nationally.

PRESIDENT SIGNS BILL OVERHAULING WORKPLACE SEXUAL MISCONDUCT INTO LAW:

Flanked by bi-partisan lawmakers and Gretchen Carlson, one of the foremost advocates for reform, President Joe Biden signed into law, sweeping workplace changes designed to free victims of sexual harassment and sexual assault to seek justice in court. A 3/3/22 CNN report quoted President Biden’s remarks, saying “when it comes to sexual harassment and assault, forced arbitration shielded perpetrators, silenced survivors, enabled employers to sweep episodes of sexual assault and harassment under the rug, and it kept survivors from knowing if others have experienced the same thing in the same workplace, at the hands of the same person.” Carlson said of the bill, “It is going to help companies get on the right side of history and be more transparent. But I believe it is also going to stop bad behavior because now everyone will know that women’s voices can be heard.”

The White House is continuing to push for broader legislation to expand the crackdown on other forced arbitration matters beyond sexual assault and harassment, including discrimination on the basis of race, wage theft and unfair labor practices. The President reiterated his call for Congress to pass legislation to stop forced arbitration in all types of employment disputes. “I think it is all wrong, and think it should be banned.” Buried deep in the finest print of contracts for many credit cards, insurance and other services are clauses binding aggrieved consumers to arbitration, rather than litigation when they believe there was company misconduct. A Scranton Times Tribune editorial criticized a group of Senate Republicans favoring legislation to overturn consumer class action lawsuits allowed under a Consumer Financial Protection Bureau (CFPB) rule, replacing mandatory arbitration. The Republican bill would leave “the deck stacked in favor of credit card companies and banks like Wells Fargo, which the CFPB recently caught ripping off millions of its customers,” the editorial charged. According to the pro-consumer Center for Responsible Lending, consumers receive about \$366 million more a year through settled litigation than arbitration, even with tight restrictions on class action suits. The real value of allowing the class actions is deterrence. Forced arbitration allows companies to act with impunity; class actions raise the prospect of real penalties.

In a 3/17/22 House floor debate on H.R.963, the Forced Arbitration Injustice Repeal Act (FAIR), Judiciary Committee Chairman Jerold Nadler (D/NY) stated the FAIR Act would “restore access to justice for millions of Americans who are currently locked out of the court system. Private arbitration has been transformed by 40 years of reckless Supreme Court decisions from a voluntary forum for companies to resolve commercial disputes, into a legal nightmare for millions of consumers, employees and others who are forced into arbitration and are unable to enforce certain fundamental rights in court.” Chairman Nadler stressed that for millions of workers and consumers, the pre-condition—whether they know it or not—of obtaining a basic service or

product, such as a bank account, a cell phone, a credit card, or even a job, is that they must sign a non-negotiable contract with a provision requiring that all disputes to be resolved in private arbitration behind closed doors. Chairman Nadler said, "Last month Congress came together in a bipartisan fashion to prohibit forced arbitration clauses in suits concerning sexual harassment and sexual assault. Watching that legislation be signed into law was a proud moment for many of us in this Chamber. This bill (H.R.963) simply extends the same basic fairness in that bill to other workers and consumers."

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

Daneene Monroe Rusnak	President
Vacant	Secretary
Leona Phillips	Interim Treasurer

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

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter



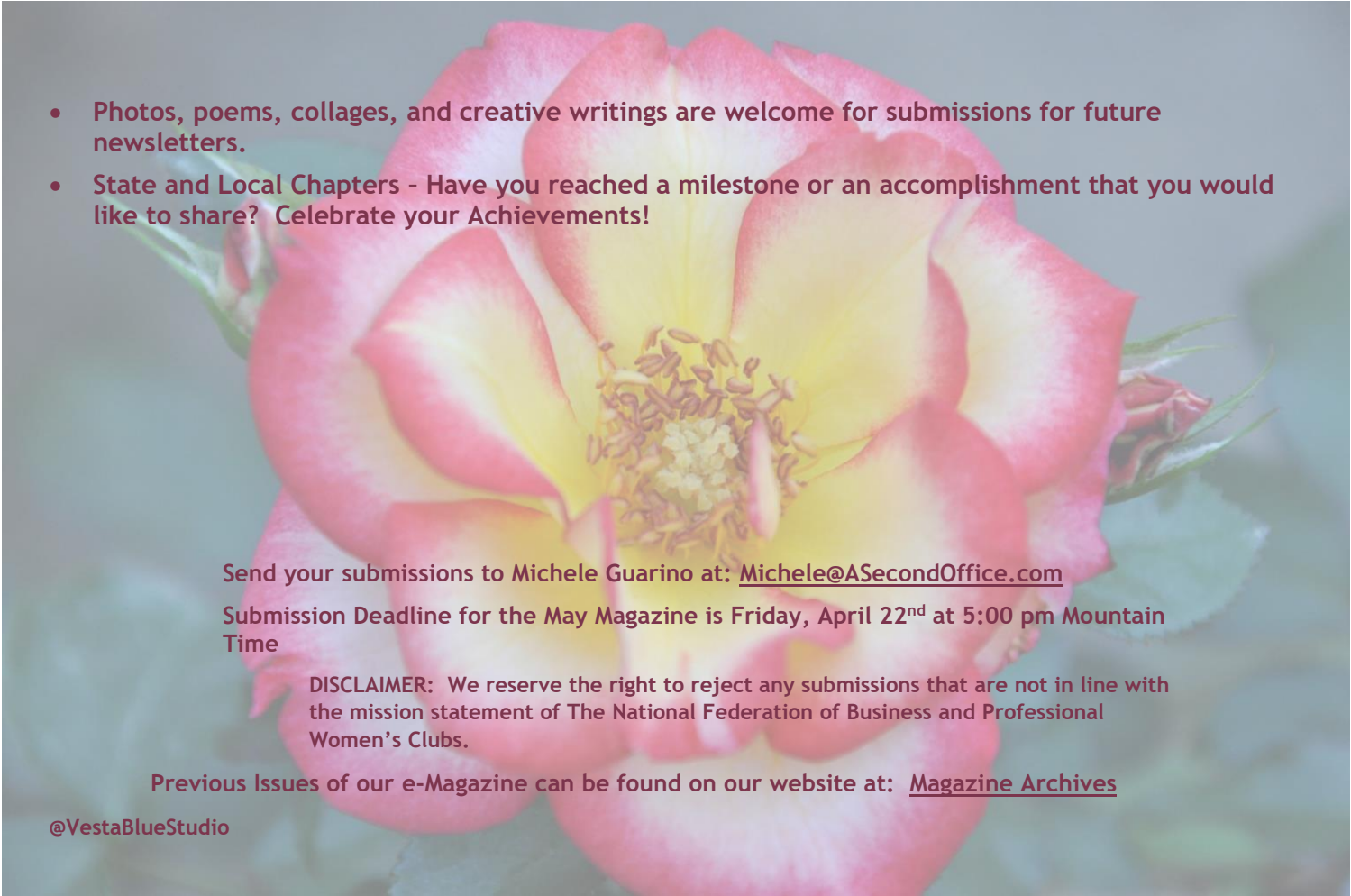
For our March event, the Virtual Chapter encouraged our members to join us as at the CSW66 Parallel Event: Achieving Economic Empowerment for Displaced Business and Professional Women. The event was well attended and very well received. Please take a few minutes to learn more about the [NFBPWC Afghan Women Project](#) referred to during the session.

Please join the Virtual Chapter in a round of applause for chapter member, Crystal Guillory, Elimination of Sexual Harassment Chair, for the wonderful webinar in collaboration with VP of Membership, Kathy Kelly. "Turning Shame into Advocacy" featuring Dr. Sophia Fouche was an informative and impactful event. We are looking forward to more efforts from Crystal and her team.

For our April event, the Virtual Chapter will be collaborating with BPW Denver & CO-Virtual to host yours truly for a review of how to use our OneClick Politics Digital Advocacy platform. All are welcome!

The event be on Wednesday, April 13th at 5pm PDT/8pm EDT. You can register for the event on BPW Denver's website [here](#).



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- 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 May Magazine is Friday, April 22nd 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 e-Magazine can be found on our website at: [Magazine Archives](#)

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

If you are interested in advertising your business in our monthly e-Magazine, 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 e-Magazine, 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

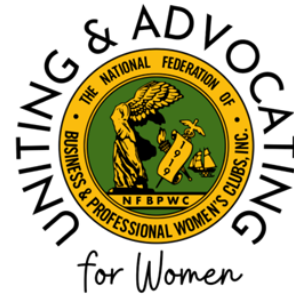
- Access to pay equity and retirement equity
- Access to education, training and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or 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.



Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the professional, business and leadership potential of women at all levels.

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 five regions and 100 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 legislative 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 Ambitions

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 globally.
- Engage in networking and mentoring programs.
- Continuous development of personal and professional skills through the Lifelong Leadership and Learning© Program.
- 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!

Benefits of Affiliation

- Dedicated Board of Directors working to achieve the mission and goals of NFBPWC while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 100 countries.
- Opportunity to be part of an organization that has over 100 years of legacy and strength supporting it.
- Leadership opportunities locally, regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-magazine.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders locally, 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

- Cultivate worldwide friendships in one of the original women's networking organizations.
- Formal Lifetime Leadership and Learning (L3) personal and professional growth education programs.
- Formal Mentoring Program.
- Business networking opportunities to market and support your own business and professional services.
- Access to the Young BPW Program (age 18-35) that is supported both globally and nationally.
- Access to Student Membership opportunities.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the e-magazine, website, and social media platforms.
- Members-Only 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 local, national and global level.
- 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.
- Informative monthly e-magazine 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 (30€ to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization.

Please see specific organizations within NFBPWC for more information on their dues structure by visiting

www.NFBPWC.ORG



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



Direct access to state-licensed and fully credentialed doctors, via phone or video consultations



Save on eye exams, contact lens exams, glasses and more



Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options



Member Only

\$16.00 / month



Member + 1

\$20.00 / month



Member + Family

\$25.00 / month

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

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

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

